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CIVIL SERVICE COMMISSION

1908

MINUTES OF EVIDENCE

VOL. II

POST OFFICE DEPARTMENT.
PRIVY COUNCIL OFFICE.
PUBLIC HEALTH.
PUBLIC WORKS DEPARTMENT.
RAILWAYS AND CANALS DEPARTMENT.
TRADE AND COMMERCE DEPARTMENT.
AUDITOR GENERAL.
SUPERINTENDENT OF INSURANCE.
CIVIL SERVICE ASSOCIATION.
CIVIL SERVICE ASSOCIATION OF WESTERN CANADA.

Pages 769 to 1387

PRINTED BY ORDER OF PARLIAMENT

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SESSIONAL PAPER No. 29a

DEPUTY POSTMASTER GENERAL,
OTTAWA, May 20, 1907.

DEAR SIR,—I beg to enclose herewith the information asked for in your letter of the 14th instant.

Yours truly,

(Sgd.) R. M. COULTER,
Deputy Postmaster General.

THOS. S. HOWE, Esq.,
Secretary, Civil Service Commission,
The Senate, Room No. 2, Ottawa.

STATEMENT showing the number of employees in the Post Office Department, inside service, on June 30, 1892 and 1906, divided into classes, and the total amount of salary paid.

	JUNE 30, 1892.		JUNE 30, 1906.	
	Number.	Total Salary.	Number.	Total Salary.
		$		$
Chief clerks	7	15,900	10	22,000
1st class	11	17,500	17	29,250
2nd class	40	52,990	41	55,100
Jr. 2nd class	.....	.....	127	121,840
3rd class	121	90,460	99	59,840
Messengers and packers	31	14,280	18	11,372
Temporary employees	59	23,300	54	27,307
	269	.....	366	.....

Number of letter carriers in 1892 .. 466
Number of letter carriers in 1906 .. 738

MEMORANDUM.

Number of post offices in operation year ended June 30, 1892 .. 8,288
Number of post offices in operation year ended June 30, 1906 .. 11,141
Number of letters passing through post office year ended June 30, 1892 .. 102,850,000
No. of letters passing through the post office year ended June 30, 1906 .. 323,644,000

Revenue in 1906 .. $5,933,342 53
Revenue in 1892 .. 2,652,745 79
An increase of 123 per cent.
Expenditure in 1906 .. $4,921,577 22
Expenditure in 1892 .. 3,316,120 03
An increase of 48 per cent.

MONEY ORDER TRANSACTIONS.

ORDERS ISSUED.

Year.	Number.	Value.
		$ cts.
1892	919,996	12,825,701 42
1906	2,178,549	37,355,673 37

ORDERS PAID.

Year.	Number.	Value.
		$ cts.
1892	No record kept.	12,266,238 91
1906	1,869,925	32,809,872 74

Total business in 1892 ..... $25,000,000
Total business in 1906 70,000,000

POST OFFICE SAVINGS BANKS.

—	June 30, 1892.	June 30, 1906.
	$ cts.	$ cts.
Deposits	7,056,002 00	10,805,458 00
Withdrawals	7,230,839 14	12,324,529 26
Balance due depositors	22,298,401 65	45,736,488 51

POSTAL STORES.

RECEIPT and Issue of Articles of Postal Stores for Fiscal Year ended June 30, 1892, and Fiscal Year ended June 30, 1906.

Items of Expenditure.	1892.				1906.			
	Received.		Issued.		Received.		Issued.	
	Quantity.	Cost.	Quantity.	Cost.	Quantity.	Cost.	Quantity.	Cost.
		$ cts.		$ cts.		$ cts.		$ cts.
Inside and Outside Service—								
Printing	28,520,011	50,206 56	20,507.736	42,917 56	56,705,235	74,393 66	41,621,627	54,324 34
Stationery	590,936	14,451 47	575,602	14,097 57	1,006,291	30,387 94	1,001,582	30,262 84
Mail bags, mail locks, &c.	87,183	34,083 00	81,638	30,941 99	457,459	58,010 95	414,424	50,450 86
Stamping material, scales, &c	24,560	9,860 72	18,006	7,587 45	53,203	21,626 18	45,969	20,291 87
Letter boxes, &c.	3,061	4,202 95	2,389	3,392 51	4,630	11,911 13	3,311	10,096 18
Letter carriers' uniforms, &c	5,414	16,679 41	4,136	14,750 76	31,113	22,826 99	25,820	19,350 14
	29,231,165	129,484 11	21,189,507	113,687 84	58,257,931	219,156 85	43,112,733	184,776 25
Total increase 1906 over 1892					29,026,766	89,672 74	21,923,226	71,088 39

May 15, 1907.

POSTAGE STAMPS.

—	No. of Pieces.	Value.
		$ cts.
Issue, 1906	387,908,230	7,068,927 85
" 1892	151,282,800	3,356,740 60
Increase	236,625,430—156%	3,712,187 25—110%

Note—This increase of 110 per cent, in the value of the postage stamp issue, occurred notwithstanding the reduction on the 1st January, 1899, of the domestic letter rate of postage from 3 cts. to 2 cts. per ounce.

STATEMENT showing number of mail services on stage routes, and the cost thereof, in existence on June 30, 1892, and June 30, 1906, respectively.

Year Ended.	No. of Stage Mail Services	Total Cost Per Annum.
		$ cts.
June 30, 1892	4,500	781,243 60
" 30, 1906	7,400	1,121,412 29
Increase	2,900	340,168 69
Percentage of increase	65%	44%

STATEMENT for Civil Service Commission *re* Mail Service by Railway and Water.

—	On June 30, 1892.	On June 30, 1906.	Increase.
Actual track mileage of railways conveying mails	13,303 miles.	20,274 miles.	6,971 miles.
Miles travelled per annum while conveying mails	14,118,021 miles.	23,672,855 miles.	9,554,834 miles.
Number of railway companies performing service for Department	44	67	23
Amount expended for conveyance of mails by railway.	$1,106,950.71	$1,545,685 27	$438,734.56
Steamboat companies performing service for P.O. Department	50	59	9

No contracts are made with any of the railway companies for the conveyance of mails, the usual rate of payment being 8c. per mile travelled by postal car, and 4c. per mile travelled by baggage car, except in the case of the Intercolonial, Prince Edward Island and Grand Trunk Railways, and the main line and some of the branches of the Canadian Pacific Railway, which are paid at a track mile rate per annum.

(Sgd.) B. M. ARMSTRONG,
Controller.

OTTAWA, WEDNESDAY, May 22, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

Dr. R. M. COULTER, sworn and examined.

By the Chairman:

Q. You are the Deputy Postmaster General?—A. Yes.

Q. How long have you been in that position?—A. Since August, 1897.

Q. On June 30 last you had at headquarters, including temporaries, 366 employees?—A. Yes.

Q. As against 269 on June 30, 1892?—A. Yes.

Q. The number of post offices in operation in the same period ran up from 8,200 to 11,100?—A. Yes.

Q. And the number of letters that passed through the post offices ran up from 102 millions to 323 millions?—A. Yes.

Q. The revenue which in 1892 was $2,600,000 has run up to about $6,000,000?—A. Yes, nearly six millions.

Q. And the expenditure which in 1892 amounted to $3,300,000 has run up to $4,900,000 or about $5,000,000?—A. Yes.

Q. That is to say, you have now a surplus of $1,000,000 instead of a deficit which you had before of $700,000?—A. We really had a deficit of $1,250,000.

Q. You have turned a deficit into a surplus?—A. Yes.

Q. And the rate of postage has been reduced from three cents to two cents?—A. Yes.

By Mr. Fyshe:

Q. They are far from doing as well as that in the United States?—A. They have a deficit of $16,000,000.

By the Chairman:

Q. Owing greatly to the influx of immigration, the money orders sent abroad have run up from $919,000 to $2,178,000?—A. Yes.

Q. The total money orders issued have run from about $13,000,000 to over $37,000,000?—A. Yes.

Q. And the orders paid have run from over $12,000,000 to $22,000,000?—A. Yes.

Q. That is to say, the total business of money orders for the fifteen years has run from $25,000,000 up to $70,000,000?—A. Quite correct.

By Mr. Fyshe:

Q. I see that you contemplate establishing a postal route through to the Arctic circle?—A. Yes, we are giving a service now as far as Fort Macpherson.

Q. That cannot pay?—A. No. The Yukon service does not pay either.

By the Chairman:

Q. In the post office savings bank I find that in 1892 there were 231,000 transactions as against 339,000 in 1906?—A. Yes.

Q. And the balances have run up in that period from $22,000,000 to $45,000,000? —A. Yes.

Q. There are many branches in your department. Taking first the postal stores, they include all the forms sent out for stationery, the mail bags, stamping material, letter boxes and letter carriers' uniforms?—A. Yes.

Q. The uniforms include the ordinary uniforms, great coats, boots and caps?—A. Yes.

Q. In 1892 you issued 21,000,000 of printed forms, &c., and in 1906 47,000,000 odd?—A. Yes.

By Mr. Fyshe:

Q. Where do you get the supply of these forms?—A. From the Printing Bureau.

Q. Do you think that is more economical than to have outside contracts for them?—A. That is not a question I have given much consideration.

By Mr. Bazin:

Q. You supply your employees with these uniforms?—A. Yes.

Q. How many a year do you give them?—A. Two uniforms each year—one in summer and one in winter.

Q. Complete?—A. Yes.

Q. Is that entirely free to them, or do you charge them a certain percentage?—A. Free. We give them two complete uniforms during the year, one for summer and one for winter; boots (twice per year); helmets and caps; oilskin capes, waterproof coats, leather leggings, and in some parts of the country rubber boots as protection for wet weather. For winter, great coats, fur caps, and in some places fur collarettes and chamois vests.

By the Chairman:

Q. The number of postage stamps issued has run up from 151,000,000 in 1892 to over 387,000,000 in 1906?—A. Yes.

Q. And the value from $3,200,000 to over $7,000,000?—A. Yes.

Q. Or an increase of 110 per cent?—A. Yes.

Q. The number of mail services has increased from 4,500 to 7,400?—A. That is right.

Q. Or an increase of 65 per cent?—A. Yes.

Q. Looking over the Civil Service List, I find that altogether the inspectors' offices and city post offices, including letter carriers and all that class, you have about 2,300 employees?—A. Yes.

Q. That is excluding the rural post offices?—A. Yes.

By Mr. Fyshe:

Q. I suppose yours is the most numerous of all the public departments?—A. Yes, I think it is. We are pretty nearly one-third of the Civil Service.

By the Chairman:

Q. What is your salary?—A. $4,000.

Q. The nations of the world occasionally meet together for postal conferences? —A. Yes.

Q. And you occasionally have to go to these conferences?—A. Yes.

Q. You went to one in Rome two years ago?—A. Yes.

Q. And now and again you go to Washington to make certain arrangements?— A. Yes.

Q. Outside of these do you ever have a holiday?—A. I have had no holiday in the ten years that I have been here. You may call these holidays, but they involve a great

deal of work. I do not think I have been off duty for pleasure but once in the ten years.

Q. Do you think that is right to yourself?—A. No.

Q. Have you broken down under the work?—A. I broke down once and was away on sick leave. There is never a time when we are not a little pressed.

Q. Yours is a huge machine, grinding day in and day out?—A. Yes, a treadmill.

Q. All your employees, temporary and permanent, have passed the Civil Service examinations?—A. Yes.

Q. How do you find out when a new clerk is wanted?—A. Generally by a report from the chief clerk and the head of the branch, and after investigating that, I make the necessary recommendation to the Minister.

By Mr. Fyshe:

Q. Do you not appoint a man yourself?—A. No.

Q. Is not that a weakness?—A. This involves the question as to whether appointments shall be made as a matter of patronage vested in the Government or if men shall be appointed by competitive examinations. I am of the opinion that considerable could be said from both standpoints, but might say that so far as my experience in the department is concerned, any viciousness, if such exists, has been modified by the character of the Ministers under whom I have served. I have never yet had a man appointed that I did not approve of, or whom the departmental officers reported as unfit.

By the Chairman:

Q. Is there not constant pressure to have men appointed?—A. Yes, and it is a constant fight to keep them out.

Q. Your people are graded like a regiment—you have 10 chief clerks, 17 first-class, 41 second-class, 127 junior second-class, 99 third-class, 18 messengers and packers and 54 temporary employees?—A. Yes, that is right.

Q. What hope has a boy coming into the department of 18 ever to get beyond a second-class clerkship?—A. The department is so large and the number of prizes so few that some difficulty has been found in securing the right stamp of men to enter the department. In the old days when the cost of living was lower and the prizes outside in business were fewer, a much superior class of men naturally entered the service, but under the present conditions where prizes in outside business are greater than prizes in the department, and the prizes greater in number and the rewards higher, men are not inclined to enter the service, and we are having increasing difficulty in procuring men of the right calibre.

By Mr. Fyshe:

Q. Is there any essential difference between the first, second and third-class clerks?—A. Oh, yes.

Q. What is the difference?—A. I would not make a man a first-class clerk unless I considered that he could take charge of other men and plan and direct the work of his branch.

Q. Don't they rise from third to second and from second to first just by the lapse of years?—A. No, not with me.

Q. So that it really does not necessitate essential difference of work?—A. I would place in the ranks of third and junior second-classes men able to do routine work; in the second-class men who have shown their ability to do something more than routine work, and have proven themselves to be reliable and intelligent in connection with the duties assigned to them, and who have evinced a higher interest in such work than the men referred to as fit for the third and junior second-classes. In the first-class, I would place men, as stated above, who would be able to take charge of other men and plan or direct the work of their branch, and who might be eligible for the higher offices of the department.

By the Chairman:

Q. In your department there are only 27 chief clerks and first-class clerks out of a total of 366?—A. Yes. The number is altogether too small. Of course, there are more men deserving, but we have not the first-class clerkships to give them.

Q. It is like a regiment graded down, and each grade has its own specific duties?—A. Yes.

Q. A man does not go on doing the same service all up the line?—A. Oh, no.

Q. And the prizes are so few that you are at a disadvantage in getting good men to join the service?—A. That is decidedly the case.

Q. Every clerk comes in on probation?—A. Always.

Q. Do you ever throw a man out?—A. Oh, yes. We try a man for three or four months, sometimes for five or six months, and if he is found wanting we unhesitatingly ask for his dismissal.

By Mr. Fyshe:

Q. You cannot dismiss him yourself?—A. No, but I have never had any trouble in having it done.

By the Chairman:

Q. There is an age limit?—A. Yes, 35 years.

Q. But they generally come in at the minimum of 18 or 20 years?—A. Yes, from 18 to 20 is what we aim at.

By Mr. Fyshe:

Q. Have you any special system by which they are selected? Do you apply to any of the schools or colleges?—A. No. All appointments are made on the nomination of the Postmaster General, who takes the responsibility therefor.

Q. Seeing that the prizes are so few, don't you think that the kind of people who would press to get in are apt to be third rate?—A. It is getting to be more so every day, because the prizes outside are becoming greater than the prizes inside.

Q. In short, it is no career?—A. No, it is no career.

Q. It seems to me that an ambitious man would rather select the work of a mechanical trade?—A. There are some branches of mechanics that are much better paid than the Civil Service—no question about that.

By Mr. Bazin:

Q. Have you more applicants than you need?—A. Yes, but very often applicants of a very inferior order.

By Mr. Fyshe:

Q. I suppose one inducement they have to enter is the considerable salary to begin with?—A. No, they do not get a big salary to begin with.

Q. How much?—A. $500.

Q. It is not a big salary for a man of any experience, but it is quite a salary for a youngster?—A. But they go very slowly up at the rate of $50 a year, and in my opinion no person in the service can live and should be called upon to live on a salary less than $500 a year at the present cost of living.

By the Chairman:

Q. Who are the officers in your department to whom the Civil Service Act does not apply?—A. There are none practically.

Q. What is the difference between a controller of the railway mail service and the superintendent of the railway mail service?—A. The controller is the man who has complete control of the whole railway mail service. The superintendents are district superintendents.

Q. They are appointed regardless of age or previous service?—A. The superintendent must always be promoted from the service.

By Mr. Fyshe:

Q. And the controller?—A. He must be in the service, but not necessarily in the railway mail service.

Q. What salary does the controller get?—A. $2,500.

Q. And he supervises all the railway mail service?—A. Yes.

By the Chairman:

Q. Do you report on the efficiency of a probationary clerk?—A. Always.

Q. There are certain political appointments, such as city post masters and post office inspectors?—A. Yes.

Q. They can be appointed without regard to age?—A. Yes.

Q. As a matter of fact, they are political appointments?—A. They are political appointments. In the carrying out of the system, I have striven as far as possible that the inspectors should not be political appointments, and I may say that under the present Postmaster-General I have been very successful.

Q. And under his predecessor too?—A. And under his predecessor too. We have appointed three men in the west every one of whom has been promoted from the service. So that I have been extremely lucky in my Ministers, all of whom have recognized promotion.

Q. Come to the latest vacancy in a city postmastership, that is, Kingston—the post office became vacant?—A. Yes.

Q. In the papers it is stated that the patronage committee nominated some alderman?—A. I could not say.

Q. Was that alderman appointed?—A. An Alderman Stewart was appointed.

Q. You have no direct dealings with the patronage committee?—A. No.

By Mr. Fyshe:

Q. Isn't that bad?—A. It might be, but in this case the appointment happens to be a good one.

Q. How can it be a good appointment to a technical work of which the man has had no experience at all?—A. When I say a good appointment, I am taking into consideration appointments usually made. This man, I understand, is a good business man, and he will learn the duties of the office.

Q. How old a man is he?—A. I think between 40 and 50.

Q. A failure in business, I suppose?—A. No, I think he has been a successful business man.

Q. Then why does he want the appointment?—A. I could not say why; but he certainly shows signs of making a good postmaster.

By the Chairman:

Q. Do you think it is worse in the case of inspectors?—A. Very much worse. I think the inspectors should not be political appointments, and they were not until a few years ago, when the Act was changed. I think they should be made more a matter of promotion solely.

Q. Do you ever get applications from clerks who have resigned their positions to re-enter the service?—A. I cannot say that I have had that experience, though I believe it has occurred in the past. I do not think it does now. I have been losing my clerks. In the last ten yeas I have lost nine or ten first-class men who would not stay in the service—that is, here in Ottawa.

Q. How is it in the west in the outside service?—A. In the west in the outside service we are losing good men constantly. We cannot hold them.

By Mr. Fyshe:

Q. That is quite marked in the commecial world—banks and other offices?—A. I may say that these nine or ten men who have left us have done so practically in the last three years. In the western part of Canada we cannot hold our men at all. We are constantly training new men, which is very disastrous to the service. We get a man and train him for a few months, and he works only until he can get another position.

By the Chairman:

Q. You examine railway mail clerks and clerks appointed to city post offices?—A. Yes.

Q. The railway mail clerk as to his ability to sort letters?—A. Yes.

Q. And as to the geography of the country?—A. Yes. His work is practically on the car.

Q. In sections 46 and 47 of the Civil Service Act, it is provided that the head of the department shall promote, or after probation may reject. Would that not be better to be on the report of the deputy? Practically the law does not give you anything to say?—A. This, of course, leaves no discretion to the deputy minister at all if the Minister chooses to promote without consulting him. My experience has been that in most cases I have been consulted in reference to any promotion that was to be made.

Q. I think in your department the deputy minister has to recommend?—A. Not necessarily, although, as stated above, on most occasions I have been consulted.

Q. With regard to the system of exchanges and transfers authorized by the Act, do you find many transfers in your department?—A. A good many.

Q. You have such a wide department that it is necessary to transfer men inside and outside?—A. We have constant applications from people. We are opposed to many transfers, and of course we suffer. The smaller departments have got some of our best men because the prizes and chances of promotion are much greater in a small department. That is one of our difficulties, that in a big department there are not so many prizes.

Q. The only increment to these classes is $50 a year?—A. Yes.

Q. That is to say a chief clerk gets $50 and a messenger $50?—A. Yes.

Q. Should there not be some difference?—A. I think there should be some difference, considering the difference of responsibility. I am strongly of the opinion that an increase of $50 is no good to any man. Take a man who comes in at $500 a year. The chief difficulty that man has, and the chief difficulty we have in retaining him, is that no man can live in the city of Ottawa to-day on $500 a year, unless he lives in abject poverty.

By Mr. Fyshe:

Q. He cannot get board cheap enough?—A. No, and a great many of them are married men especially the messengers. I think in all cases the increases should be $100 until a man's salary attains $700 or $800. That is true also in the outside service, in the city post offices. The small increase is the cause of losing so many of our men. Stampers and sorters, and the class of men, must get $700 or $800 before they can live. Of course, in the Civil Service, I think the increases must be on a fixed basis on account of the pressure to which those in authority may be subjected.

By the Chairman:

Q. Which only suggests that in each class there should be annual increases?—A. Yes.

Q. And in that case also, should not the deputy head report?—A. Yes, As a matter of fact I do.

Q. Do you ever stop a man's annual increase?—A. Oh, yes.

Q. Do you ever reduce a man who has been promoted?—A. Yes, we have reduced one or two.

By Mr. Fyshe:

Q. For what reason would you do that?—A. Where a man would not perform his work well, sometimes for drinking or neglect of duty or failure to show the ability for his position that we expected he would show. As a rule it has been either for carelessness or drinking or something of that nature.

By the Chairman:

Q. You were saying that there was difficulty in getting men at the minimum of $500. If there was some latitude by which you could take new comers at any figure between $500 and $1,000, do you think it would be advantage?—A. No, I am not in favour of that. It would open the door to too much pressure.

Q. You would have to take special votes for them?—A. Yes.

By Mr. Fyshe:

Q. I do not see why the political head should not want to divest himself of patronage altogether?—A. With the men we have had as Postmasters General we have not had any friction. They have always been men of high character, anxious to do the best for the service. But if a weak man came in, this weakness might become apparent.

By the Chairman:

Q. If a clerk is appointed after May 1, his first increase comes only on July 1, twelve months?—A. Yes.

Q. But in the case of inspectors or assistant inspectors it comes twelve months from the date of appointment?—A. Yes.

Q. Is there any reason for that?—A. When the Post Office Act was amended by Sir William Mulock in 1903, affecting the inspectors and railway mail clerks, he changed it so that they became eligible for an increase at the expiration of the year. No special reason was given by him for so doing.

Q. Would that be because the post office inspector was a political appointment?—A. I could not say what the reason was. In a department the size of ours to have these increases coming twelve months from the time of appointment would add very materially to the departmental work. The appointments are so numerous and the increases necessarily so numerous that unless they come at a fixed date, they would become an almost constant source of consideration and would make it most difficult to keep track of the increases. It would involve a very material increase in the work of the department, as well as the Treasury Board and Council. Many mistakes would necessarily occur, whereas under the present system by giving increases on the first of each quarter, all increases are taken up four times a year and are attended to wholly without trouble and without mistake, and the experience under all Governments has been that it is to the mutual advantage of the service and the Government.

Q. In section 92, provision is made for deduction of pay of any officer for absence which is not authorized or on account of illness. Do you ever deduct their pay?—A. Yes, very frequently.

Q. Do you have monthly reports from your chief clerks?—A. Yes.

Q. And reports of daily attendance?—A. Yes. All absentees both on the inside and the outside service are constantly reported to me.

Q. In an enormous department like yours, you have to have them?—A. Yes. I have to wade through these every month. In our outside service, if we did not watch that, the drain through absentees would be enormous.

Q. You strictly exact the deductions in pay for absences that cannot be accounted for?—A. Yes.

Q. You have 54 temporary employees. Are they put on through political influence?—A. I presume all appointments are made through patronage. I may say, however in our department the staff is kept down to its absolute needs. We do not take people unless we have work for them.

Q. Notwithstanding the increase in the work, you have reduced your tempor-

aries from 59 to 54?—A. Yes, and a good many of these temporaries will be made permanent as time goes on.

Q. I suppose in your big department, you have to be very careful about the annual leave of absence?—A. Yes.

Q. Is three weeks enough?—A. Well, I think it is. I think there is not much complaint.

Q. In your department, a great deal of the work is purely mechanical and routine? —A. Yes, there is considerable work of a routine character, but there is a very large amount of the work of a higher technical character requiring close attention, good intelligence and good ability.

Q. The three weeks holidays strictly adhered to?—A. Yes. My own opinion is that you have a right to insist on a man taking his three weeks. I think the holiday is given for the benefit of the department rather than for the benefit of the individual. We find that the man who takes his holidays is the best man.

Q. Have you suspended any?—A. Oh, yes, we suspend a great many of our people.

By Mr. Fyshe:

Q. Among the outsiders or the insiders?—A. Among the outsiders, and I have suspended men inside.

Q. On the whole, the clerks are a superior class to the letter carriers, for instance? —A. Yes. Taking my whole department, I will put my clerks against any body of men in Canada of the same order.

By the Chairman:

Q. Have these suspensions always been for personal reason, on account of negligence or misconduct in the performance of their duties?—A. Yes, personal.

Q. Not from any political desire to kick a man out?—A. No. After a man enters our department we exclude considerations of politics altogether.

Q. And when a promotion comes it makes no difference whether a man was appointed by the present Government or by the late Government?—A. No, and the records of our department will show that.

Q. Do these suspensions often lead to dismissal?—A. My experience has been that with one or two exceptions in the last ten years I have been able to reform and make a good clerk of every man suspended. Firmness and kindness will accomplish it. In only one instance I think did we dismiss a man in the inside service.

Q. Then a dismissal in your department is very rare?—A. Very rare, that is, in the inside service.

Q. And in the outside service?—A. Not so rare.

Q. They are dismissed for cause?—A. For cause, absolutely. No man need fear dismissal if he does his duty and behaves himself.

Q. That is to say, it does not follow that dismissals are made for political reasons? —A. Never in the ten years I have been here have I seen one.

Q. Although I suppose with the change of a government there are certain dismissals of postmasters?—A. Yes, I suppose there are. But since I have been here these have been mostly the small postmasters—$10 or $20 men in the rural post offices.

By Mr. Fyshe:

Q. In the Kingston case, what would be the salary of the postmaster?—A. It would depend on the revenue.

Q. That is rather arbitrary, is it not?—A. On the whole I am of the opinion that the scale works as well as any other system that might be devised.

By the Chairman:

Q. How many attendance books do you keep in your department?—A. We keep one in every branch. In the accountant's branch we have two.

Q. Are these books brought to you every day?—A. Every morning. They are initialled by the chief clerk and then brought to me.

By Mr. Fyshe:

Q. How long has that been in force?—A. I found that system in effect when I came here. I think it has been in force 25 years.

By the Chairman:

Q. Then you indirectly see that every man is at his duty?—A. Yes. I watch that closely.

Q. Do you perambulate the department every day?—A. Very often I go through the rooms, and I insist that the chief clerk shall go through the rooms and see that the people are at work, because you will occasionally find a man will sign the book and go out; but on the whole my experience here has been that the conduct of the staff has been very creditable. We are a working department and have to be.

By Mr. Fyshe:

Q. All the outside men have regular uniforms?—A. The letter carriers—not the railway mail clerks or city sorters.

By the Chairman:

Q. What are the office hours?—A. From half past nine until half past four, with an hour for luncheon.

Q. Is the hour for luncheon the same hour for all the staff?—A. Yes. They go at half past twelve and come back at half past one.

Q. Then between half past twelve and half past one the department is dead?—A. Practically, although in certain branches where information may be needed for the public one man is retained to supply such information during the time the others are absent.

By Mr. Fyshe:

Q. That is like work—six hours a day?—A. Our work is largely accounting, and when a man works at that six hours, he is pretty well done out. Some of my men work ten or twelve hours. Some of the chief clerks rarely get out before six o'clock. I never get out before half past six myself.

By the Chairman:

Q. If any one of the staff are wanted, they stay?—A. I think it is safe to say that all the leading men of my department stay till five or half past five and often till six o'clock.

Q. Some of your salaries are scheduled (reading): 'The salary of a post office inspector on appointment shall be $2,000, with increases of $50 per annum for six years and $100 per annum thereafter up to a maximum of $2,600.' Does that apply to all inspectors?—A. Yes, to all inspectors.

Q. And the salary of an assistant post office inspector rises in the same way from $1,200 to $1,800?—A. Yes.

Q. And that applies to all of them?—A. Yes.

Q. What do you pay the post office inspectors when they go out on their rounds?—A. Just their actual expenses.

Q. Mr. Griffin, who was 50 years in the postal service had the theory that it would be desirable to pay them less salary and more travelling expenses, because he argued that a certain inducement should be held out to a post office inspector, for example, in Ottawa, to turn out on a winter morning to go to Rivière Desert?—A. That is the English system of payment. There was a per diem allowance here at one time, but it was abolished for some reason.

Q. The English system is to pay rather reduced salaries, but good travelling expenses?—A. What they call poor salaries in England are a little better than our best.

I do not think we have an inspector who it would not be safe to say is out three or four hundred dollars in travelling expenses—money which he had to spend, but could not put into his account. They have to swear to their bill ,and I can only allow them what they put in it.

Q. Generally speaking, the English system is the best?—A. Possibly.

Q. I suppose the chief towns of the man at Ottawa would be Arnprior and Almonte?—A. Yes, and also Cobalt and Haileybury. In a new country like British Columbia and the Yukon, where they have hard travelling, the work is hard on their clothing and hard on them in every way. A per diem allowance would be a boon.

Q. You think something approaching the English system would be better?—A. I think something could possibly be done in that direction. The old per diem allowance was abused, I understand, but it should be possible to devise a scheme that would not admit of abuse.

Q. Coming to the railway mail clerks, they receive on appointment $400 a year?—A. No, $400 and mileage—half a cent a mile for every mile travelled in the cars, and an additional allowance of half a cent per mile for every mile travelled between 8 in the afternoon and 8 in the forenoon.

Q. What would be the average earnings of a railway mail clerk?—A. $400 for his first six months and mileage, and after that $500 and mileage. The mileage will range from $200 to $700.

Q. In Colonel White's time a railway mail clerk was sent to the penitentiary for stealing—have you had anything of that kind?—A. We had about a year ago a bad case of a man being sent to jail for stealing $10,000 of bank money going through the registered mails; but as a rule the clerks are honest.

Q. You do not think the initial salary is too big?—A. No.

Q. It does not involve drinking and loafing habits?—A. No. I think our railway mail service is improving in the character of the men we are getting into it.

Q. A registered letter can be traced all the way along?—A. From the time you get the receipt till the person to whom it is addressed gets it you can trace it from hand to hand.

Q. What is the highest salary a railway mail clerk can attain to, when he becomes a chief clerk?—A. No, when he becomes superintendent, $1,800.

Q. There is only that one man over them all?—A. Yes.

Q. A senior railway mail clerk travelling on a train gets how much?—A. $1,200.

Q. What would his mileage be?—A. It would range from $200 to $700, with an average of from $300 to $400.

Q. Once a railway mail clerk, always a railway mail clerk?—A. On the whole, yes.

Q. They wear out quickly, owing to the constant travelling?—A. Yes, they do. We have to give them lay offs. A man does not go continuously on duty. He goes on for a day or two and then is off for 24 hours. The lay off ranges from 24 to 48 hours, according to the nature of the work.

By Mr. Fyshe:

Q. Would you say that these men have more nervous wear and tear than the ordinary railway conductor?—A. About the same.

By the Chairman:

Q. A junior railway mail clerk is a better man, as a rule, than the man at the top of the class?—A. More active, yes. There is a good deal of nervous strain on them, and they are liable to accident, and the knowledge of this makes them nervous.

Q. Formerly they were superannuated at the age of 50?—A. Not so much now. I think ours will run up on the average to 60 years.

Q. They will be pretty well worn out at 60?—A. Pretty well.

Q. And that is owing to nervous strain?—A. Nervous strain on the train.

Q. Could there not be some way of diffusing them throughout the service? In

England a railway mail clerk goes into the inspector's office?—A. I do not think that would work with us. We have taken some into the railway mail superintendent's office.

Q. You do not think you could diffuse them throughout the service?—A. I have not given that consideration; but speaking offhand, I think there would be some difficulty. I have frequently sent a clerk from the office on to the road and taken a railway mail clerk into the office, and we have found that to work well.

Q. Coming to city postmasters, the scale laid down in the Act was laid down in 1882?—A. Yes.

Q. The highest man is paid $4,000?—A. Yes.

Q. So that no man in your service exceeds you in point of emolument?—A. Not now. They did for years.

Q. Montreal and Toronto each sells $1,000,000 worth of postage stamps now?—A. Yes. Toronto is over the $1,000,000 mark, and Montreal of about $900,000.

Q. Do you think the scale of graduation could be reduced?—A. I am of opinion it should be revised. If the men who are getting the salaries in the big offices are not underpaid, certainly those in some of the other offices are overpaid. I think that scale should be subject to revision, particularly in the case of assistant postmasters. The maximum salary of an assistant postmaster is $2,000, and there are several assistant postmasters who, basing their salary on the revenue of their office, are getting the $2,000, and yet in the large offices, where the responsibility is much greater, the work much more arduous, the hours longer, and the duties require a much higher administrative ability, they are also receiving only the $2,000. If these men in the larger offices are not underpaid, then most decidedly men in the smaller offices who are getting this amount are overpaid. My opinion in regard to assistant postmasters in large offices is that the scale should be overhauled and their salary increased. I do not wish to make comparisons, but an examination of the scale and of the duties required of the assistant postmasters will show very clearly the absolute inequality of the amount paid. It is absurd that the assistant postmasters of Montreal, Toronto and Winnipeg should only be paid the same salary as many of the assistant postmasters of the smaller offices. I think the whole thing should be readjusted.

Q. Have you anything to suggest regarding the salaries of clerks in the city post offices?—A. Yes. I am of the opinion that the present schedule as arranged does not work out in the best interests of the clerks and should be re-arranged.

Q. The clerks in the city post offices, the inspectors and the railway mail clerks, are all nominated by members?—A. Yes.

Q. You occasionally transfer a man from one part of the service to another?—A. Yes.

Q. Does not the member for the district who has the patronage take care of the promotions all the way up?—A. My experience has been that once a man is in the service members are not inclined to interfere. Occasionally it has been tried, but an explanation of the departmental position that after appointment (which is regarded as patronage) all promotions must be made on seniority and merit, sufficed to stop all further pressure.

Q. There was a ruling of the Treasury Board in 1879 that the discovery that any one was using or attempting to use political influence was tantamount to asking for his resignation?—A. That is still in existence.

Q. Has it ever been quoted to a clerk?—A. Yes, but even when quoted to a clerk to-day, he is apt to be back at us to-morrow. I think the rule is honoured in the breach rather than in the observance, but it is a good rule and should be enforced.

Q. How far can a junior clerk in a city post office go?—A. Up to $1,200.

Q. After how many years of service?—A. He comes in at $400 as a fourth class clerk, and goes up by annual increases of $50 to the maximum of this class, which is $700. He may then be promoted to the next class, the minimum of which is the maximum of the class from which he has just been promoted, viz., $700. He goes up by increases of $50 to the next class of $800, and so on up to $1,200, at which the majority

would stop. After that point has been reached a man must have special merit to warrant his being placed in a higher position.

Q. In the city post offices is there a distinction of duties between a third class, a second class and a first class ?—A. Yes. First-class clerks are men put in charge of their fellow employees, have control under the chief officers of the organization and are responsible for the carrying out of the same; who plan and carry out the work, and are possessed of some initiative.

Q. That might occupy 25 years ?—A. It may take a good long while; but where a man does his duty we shove him along.

Q. But even in that case it would take 15 years?—A. Yes, if the routine was absolutely lived up to; but many men of merit are more rapidly promoted than that, but at the best promotion has been slower than it should be.

Q. In the railway mail service, what necessity have you for the distinction of third, second and first class?—A. That schedule respecting railway mail clerks is done away with; it is obsolete.

Q. A man of 50 in the railway mail service, if he lasts that long, cannot get more than about $1,500 a year?—A. That is all.

Q. Coming to the inspectors, an inspector of a division has five or six counties? —A. Yes.

Q. How are subordinates in the inspectors' office appointed ?—A. The assistant inspectors are promoted from the service.

Q. When a boy enters an inspector's office, who nominates him?—A. It is a matter of patronage as a rule.

Q. How do you arrange the districts in which there are half a dozen counties?— A. The Members of the Commons are asked for nominations.

Q. And they agree among themselves, do they?—A. I am unable to say as to what method is pursued in obtaining these nominations. When a vacancy occurs, the Minister is communicated with, and a nomination is obtained by him and returned to us.

Q. Is the number of persons employed in your department out of proportion to the increase of work?—A. No. We are hard at work all the time.

Q. The Civil Service Examiners have to look into three qualifications: character, health and age. Have you had any person foisted on you whose character did not turn out to be proper?—A. No, I cannot say that I have.

Q. What about their health?—A. We insist on them coming in in good health.

Q. And if they manage to pass the examiners and get in on a fluke?—A. We expose it if we can.

Q. What is your idea of a system of superannuation?—A. I think the abolition of the system of superannuation was the greatest blow that was ever struck at the service. I may say that to-day we have men who are helping to carry the burden of the department on their shoulders, men with ability whom we could not afford to lose, and the only reason we are able to hold them (in view of their training and their opportunities outside the service) is that they are on the superannuation list. Since its abolition the new appointments have not the same inducement to remain in the service, and when opportunity offers outside, they leave without any hesitation whatever. I am strongly of the opinion that if the service is to be kept up to its present standard, the superannuation system should be restored.

Q. When the returns come in from the city post offices and the larger outside offices, where there is a money order system and a savings system, do you distribute the accounts between the money order branch and the accountants branch ?—A. Yes.

Q. You have no objection to the members of the Commission going over your department?—A. No. I shall be very glad to have them do so.

Q. Are all the offices of your department now in the same building?—A. All except the savings bank branch and the dead letter office, which are in the city post office building. These two branches are those that we could place outside most easily. The room for the present staff is absolutely inadequate for the departmental work, without taking into consideration the question of growth at all.

Q. There is a good deal of overcrowding yet?—A. A great deal.

Q. You do not get so many desirable men to enter the service now as formerly?—A. Oh, no.

Q. And you get more women?—A. More women.

Q. What proportion of women have you got in the department to the men?—A. I could not tell that off-hand.

Q. The women are herded together and sometimes with men?—A. They all work together.

Q. Are the women in separate rooms?—A. No, they are all together. I may say that I have never seen anything to indicate that men and women cannot work together in perfect concord. Their associations in our department are of the happiest kind.

By Mr. Fyshe:

Q. What is your opinion generally as to the desirability of employing women?—A. For certain branches of our work they are good up to a limited point.

Q. They would not be good to control or manage?—A. No. Very rarely do you get one with that power.

By the Chairman:

Q. And of course you cannot be stern with them as you can with men?—A. I do not suppose that is necessary.

Q. They require the privilege of their sex?—A. Yes, they do, and you have to give them to them.

Q. What is the salary of a letter carrier?—A. He comes on at $1.25 per day.

Q. Sundays included?—A. No. They are only paid for the days when on duty. After a month that is increased to $1.50; after two years it is increased to $1.75; after two more to $2, and after two years more to $2.25. Then he is allowed holidays of two or three weeks in addition, and he is given a bonus of $20 at the end of the year, if regular in attendance and efficient in his work.

Q. Do they get tips or Christmas boxes from the public?—A. A good deal although that is against the rules.

Q. A letter carrier after eight years' service, if paid for Sundays, would get $730 a year?—A. $726, with bonus and everything.

Q. With two suits of clothes, caps, boots, overcoats and oilcloth?—A. Yes, and free transportation on street cars.

Q. And his qualifications are ability to read and write and do his work smartly?—A. Yes.

Q. Any intelligent labouring man could do that?—A. Yes, any intelligent labouring man could do it. I think the early stage of the work is perhaps a little troublesome. I think it would be well perhaps to start them at $1.75. The cost of living has gone up, and I have found some distress on the part of the letter carriers when they first go on; but after some years in the service they do pretty well.

By Mr. Fyshe:

Q. Are they married men?—A. Generally they are. If a letter carrier shows ability beyond being a letter carrier, he has a chance of being appointed a clerk.

By the Chairman:

Q. But a man who is appointed by political influence as a letter carrier, with a knowledge of reading and writing, and physical strength, in eight years, besides his uniform gets $726 a year?—A. Yes.

By Mr. Bazin:

Q. And the pay is the same in every city?—A. Yes.

By Mr. Fyshe:

Q. I suppose they are usually as intelligent as ordinary mechanics?—A. Oh, yes. They are a pretty intelligent body of men.

By the Chairman:

Q. What do packers and sorters get?—A. They start at the same rate as the letter carriers.

Q. Of course they get no uniform?—A. No.

Q. One would think it would require more intelligence to pack up books and mail bags than to deliver letters?—A. The letter carriers do a good deal of intelligent work in the delivery of registered letters.

By Mr. Fyshe:

Q. Have you had any case of a letter carrier being assaulted?—A. No. We have never had a case of that kind. There is a good deal of healthy respect for the law, and men hesitate about attacking a man in uniform, because they know that all the resources of the department would follow them up.

By the Chairman:

Q. What is the walk of a letter carrier, how many miles does he travel in a day?—A. I cannot tell you that offhand, but I will give you that information.

Q. You are extending the system?—A. We are extending it to all towns of 12,000 people and $20,000 of revenue.

By Mr. Fyshe:

Q. In the smaller towns do you allow the postmasters to take the revenue and employ their own staff?—A. We allow them forty per cent of the revenue, and out of that they employ their own staff.

By the Chairman:

Q. How do you establish a city post office? In Ontario towns become cities by Act of the Legislature?—A. I think they do.

Q. When a place becomes a city, does the post office become a city post office?—A. No. We go by the revenue and the business done.

By Mr. Bazin:

Q. Are the country post offices under the supervision of the nearest city, or under the supervision of Ottawa?—A. They are under the supervision of the inspector of the district.

Q. For instance, is Pontiac under the supervision of the Quebec post office?—A. No, it is under the supervision, owing to contiguity of territory, of the post office inspector of the Ottawa district. These districts, as they approach the border of Provinces, are arranged according to geographical contiguity and convenience rather than on provincial lines.

The CHAIRMAN. (To the witness.)—You will send in a memorandum of any observations you wish to make.

By Mr. Fyshe:

Q. Have you any check on the cost of stationery supplies?—A. Oh, yes. We have an official called the controller of postal stores, and he has a regularly organized staff and watches the prices of everything.

Q. I am curious to know whether the printing department can supply these forms that you use as cheaply as you could get them by contract from outsiders?—A. I think we are getting them pretty low now.

Q. Bearing the cost of supplies by the Printing Department with the cost from outside stationers, in mind, would it not be highly proper to take tenders from England?—A. I would have to be put in the Cabinet before I could answer that question

By the Chairman:

Q. Are your stores ever audited by the Auditor General?—A. Not that I know of, more than the general accounts.

Q. Do you know, roughly, the value of the stores you have on hand?—A. I do not. That can only be ascertained by taking stock. This is done yearly.

Q. Under the law the stock of the stationery office is checked every year by the Auditor General. Would it not be desirable, in continuation of the auditing of the purchases that a stock audit should also be made by the Auditor General?—A. We would not object to that. Of course, our postal stores accounts are all audited.

Q. In 1892, when we had the last Civil Service Commission, Mr. Matheson, then Superintendent of the Post Office Saving Banks, spoke of the danger arising from the fact that hundreds of thousands of pass books of depositors were unprotected. What is the state of your records now?—A. We have sheet metal casings for all our records. All our books are kept in a fire-proof vault, which runs from the bottom to the top of the building, and they are absolutely safe.

Q. For the convenience of your department, you do a lot of mapping?—A. Yes

Q. Mapping is done by a dozen different departments. Would it not be more convenient to get the mapping all done together?—A. Looking at it rough-shod I should say yes; but there is this about our department that has to be borne in mind We want everything in a hurry, and for that reason we like to keep every thing under our own hands. The only fear we have is that in a department where they did that work we might have to wait for weeks for a map, and it would retard our work.

By Mr. Fyshe:

Q. Would not a little foresight as to your wants provide for that?—A. We have to change our mail routes frequently. I think the principle is an excellent one for every department but ours. If it could be guaranteed that the men when we wanted them would be put at our disposal, I would not object.

By Mr. Bazin:

Q. You have to map every route that a mail goes through?—A. Oh, yes. I would not have any objection to such a scheme so long as I knew that a man would be put on our work when we needed him.

OTTAWA, June 20, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'cleck.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

Mr. JOHN PURCELL, sworn and examined.

By the Chairman:

Q. You are a railway mail clerk in this division?—A. Yes.

Q. You were appointed in 1888?—A. Yes.

Q. You have consequently served 19 years?—A. Yes.

Q. What class are you in now?—A. The classes are abolished.

Q. What is your salary now?—A. $1,000.

Q. You get some mileage in addition?—A. Yes.

Q. How many days in a week are you out?—A. Four days.

Q. What is your run?—A. From Pembroke to Ottawa and return, 105 miles, on the Canadian Pacific Railway main line.

Q. Do you go out on the same train, leaving at the same hour each time?—A. Yes, leaving Pembroke at 7.07 in the morning, arriving at Ottawa at 10.30, leaving Ottawa at 5 p.m., arriving Pembroke at 8.25.

Q. How many hours are you at work on the day you are on duty?—A. From 6.45 to 10.45 a.m.

Q. That is, 15½ hours you are on the road?—A. Not on the road all the time, but either on the road or here.

Q. The next day you have a day off?—A. Yes.

Q. The next day you go on that same run again?—A. Yes.

Q. How long have you been on this Ottawa-Pembroke route?—A. Ten years.

Q. Doesn't it get on your nerves?—A. Yes, very much. I am two days on and one day off. I run four days and am off two days in the week, that is not including Sundays.

By Mr. Fyshe:

Q. The train does not run on Sundays?—A. No.

By the Chairman:

Q. Then you are four days a week on and two days a week and the Sunday off?—A. Yes.

Q. The railway mail clerks are a distinct class?—A. Yes.

Q. Once a railway mail clerk always a railway mail clerk?—A. Yes. A man might get to be superintendent.

Q. You have nearly fifty railway mail clerks in the Ottawa division?—A. Yes.

Q. In that district there is only one superintendent?—A. Yes.

Q. Then it is a chance of one in fifty that one of you may become superintendent?—A. Yes, when the vacancy occurs by death.

By Mr. Fyshe:

Q. Is not that a political appointment?—A. No.

By the Chairman:

Q. Then beyond the superintendent what is the higher grade?—A. There is the controller of the railway mail service; he is the head of the branch.

Q. There is a superintendent in each district?—A. Yes.

Q. And at the top of all there is a controller?—A. Yes.

Q. How many railway mail clerks are there altogether?—A. About 450 in the Dominion.

Q. And there is one controller for the 450?—A. Yes.

Q. There would be only one superintendent in the Montreal district where perhaps the number of railway mail clerks would be double the number in the Ottawa district?—A. Yes, and there may be less in other districts.

Q. But each district has a superintendent, and over all the superintendents is the controller?—A. Yes.

Q. Once a boy is appointed as a railway mail clerk there is no chance under our system of his getting out of the railway mail clerk service?—A. No, not under the system.

Q. What is the highest pay a railway mail clerk gets?—A. $1,200 and mileage.

Q. What will the mileage amount to on the average for the highest appointment?—A. We have no $1,200 men.

Q. Suppose you had $1,200 what would be the average mileage you would get?—A. I would draw about $240 a year.

Q. That is to say, in the ordinary course of things, if you got to the top of the railway mail clerks you would draw $1,440 a year?—A. I would draw that on the run I am now on.

Q. Your run is 105 miles?—A. 105 miles each way—210.

Q. On the run between Ottawa and Toronto, there is a man leaving at night from each end?—A. Yes.

Q. Then each man only goes half way?—A. No. Half the men are furnished by the Toronto district, and the other half by the Ottawa district, and they run in pairs right through.

Q. I suppose a man goes up one day and comes back the next?—A. He goes up one night and comes back the next night.

Q. And the other man leaves Toronto one night and goes back the next night?—A. Yes.

Q. We are to understand that a man who gets to the top of the tree as a railway mail clerk will get $120 a month as his salary and mileage?—A. Yes. There are four runs in this division that pay a larger mileage than that—the Ottawa and Fort Williams (two runs), the Ottawa and Toronto, and the Ottawa and Soo; but they do a lot of running for it and the general complaint is that there are not enough men.

Q. When an appointment is made to a vacant railway mail clerkship, it is made at $400 and the mileage?—A. Yes.

Q. How long does it take a man to get into the work?—A. To get the distribution done so as to be able to take ninety-nine and a-half per cent of the Province of Ontario, it would take the average man from two years to two years and a half.

Q. All railway mail clerks travel in couples?—A. It all depends on the run. If the work requires two, two go on if we have them.

Q. Does not the work become after a time purely mechanical?—A. On a through run like the Ottawa and Fort William, where a man has to sort for every railway post office and the post offices of the cities and towns in the Province as well, a good deal of headwork is required; but there is always a certain amount of routine work.

Q. The railway mail clerk, after five years' service, will attain to what salary if he passes the examination?—A. $700.

Q. And a proportionate mileage, I suppose, of about $200?—A. It depends on the run.

Q. Would not a railway mail clerk of five years' standing with youth and health on his side, be in all probability more efficient in his duties than a railway mail clerk of thirty years' standing?—A. It is possible. It altogether depends on the man.

Q. Does not the mere fact of doing the same work day after day dull the man—A. No, I do not think so. Of course, the older a man grows the more the jarring and vibration of the train affects him.

Q. Isn't it a matter of fact, to your knowledge, that very many railway mail clerks before the age of 60 have been placed on the superannuation list?—A. Very few live to be superannuated.

Q. Do you know anything about the English system?—A. No.

Q. You are not aware that in England after a certain time the railway mail clerks are taken off their work and put in the inspector's office?—A. I am not aware of that.

Q. Do you think it would be desirable, in the interest of the state, that the railway mail clerks should be occasionally taken off their runs and put in the inspector's office?—A. Yes, if the position were better. If there was more salary attached to it, it would be very much better for their health.

Q. In the interest of the state do you think it would?—A. Yes, I think it would.

Q. Did you ever hear of a railway mail clerk being appointed as a city postmaster or to any position in a city post office?—A. No, sir, I never did.

Q. Did you ever hear of a railway mail clerk becoming anything but a railway mail clerk, except when he became superintendent of the railway mail clerks?—A. That is all.

Q. No railway mail clerk, whatever his ability might be, could become a city postmaster or an inspector?—A. No.

Q. Is there any hope in your branch of the public service of a man getting any promotion or betterment in any way?—A. Not under the present system.

Q. Then, the result of the whole thing is that railway mail clerks, owing to the nature of their occupation, they being constantly on the road, get their nerves shattered, and become unfit for public service at a comparatively early age?—A. Yes that is correct.

By Mr. Fyshe:

Q. What do you call a comparatively early age?—A. Before 50. I feel that need rest now.

By the Chairman:

Q. What holidays do you get?—A. We are supposed to get three weeks annual leave.

Q. Do you get the three weeks?—A. We get the three weeks now by doubling up and relieving each other.

Q. You pay for it by doing five days work in the week instead of four?—A. Six days. I do not consider the three weeks a holiday. I consider them just so much time off.

Q. Since Mr. Armstrong, the controller, has been in office, he has devised a system of case examinations here?—A. Yes.

Q. That is, you have a large case with different names on it, and you are given a bundle of letters to be distributed over a certain number of counties, and you have to do it correctly?—A. Yes. A man has to know every post office in the Province of Ontario, and he is supposed to do ninety per cent of the distribution correctly.

Q. What are your annual increments?—A. $50.

Q. If you do not pass this case examination, is not your annual increment withheld?—A. Yes, no increase is given.

By Mr. Bazin:

Q. You do all the sorting up of the mail in the car?—A. Yes. We open up all the bags except perhaps the through bags. I wish to submit this statement with regard to the work of the railway mail clerks. (Statement read and filed).

By the Chairman:

Q. When you entered the service was the scale as at present?—A. No.

Q. When was it changed?—A. It was changed in 1903.

Q. What was the change?—A. $240 was added to the maximum, and classes abolished.

By Mr. Fyshe:

Q. Can you give us a statement showing what it cost you to live when you went into the service and what your salary then was, and a comparative statement as to your salary and the cost of living now?—A. I do not think I could. There are a few suggestions which we wish to make which are not included in the memorandum. For instance, the mail car, being placed next to the engine, is very much harder to ride in than it would be if it were back two cars further in the train. I do not know whether it is possible to compel the railway company to put the mail car further back. When

the car is next the engine, it is very hard on the system to work in it. We would like to have the baggage car and the express car placed before it.

By the Chairman:

Q. You are on your legs all the time?—A. Nearly all the time.

Q. When you are sorting out the mail sitting down is an impossibility?—A. It is impossible. A man has to stand on his legs all the time.

Q. And the train stops at every station?—A. Yes, with the exception of a few through trains.

Q. You are perpetually making up mail bags and taking in mail bags?—A. Yes; making them up, sorting the letters and newspapers and handling the registered matter. One man has to carry on the work in the car alone, while in the city post office there are different men for different work.

Q. Do you find that candidates are now willing to enter the railway mail service at $400 a year?—A. No.

Q. There is a dearth of candidates now for the vacancies in the railway mail service?—A. Yes.

Q. There are vacancies and they cannot fill them?—A. They cannot fill them with qualified men.

Q. In your service you must have men—a woman could not do the work?—A. No. We must have men.

Q. You are on the superannuation list?—A. Yes.

Q. Do you think even if the Superannuation Act were restored to the Statute Book or extended that men might be found to enter the service?—A. No, I do not think so.

Q. But if there were a Superannuation Act on the Statute Book, there would be a greater readiness on the part of men to remain in the service?—A. I do not think so.

Q. Are any of the railway mail clerks leaving the service now?—A. Yes.

Q. They go to other occupations?—A. Yes.

Q. That is to say, the prospect is so deadly that they leave when they have anything left in them?—A. Yes. The salaries are too small to attract the proper class of men. At present there are labourers employed at $1.50 a day to act as railway mail clerks, and they do a poor class of work.

Q. You know that there have been very serious disasters in the train service in Canada—that now and again a postal car has been burned up. In your service have not men frequently, at the risk of their lives, endeavoured to save the mails?—A. Yes. I had one experience of that kind myself. Some years ago I was running to Fort William, when the train ran into a burning trestle. The engine ran off, and the mail car jumped over the engine, the baggage car went on top of it, and the passenger cars went to the side of the track. I happened to be in the dining car at the time, getting my dinner. I ran out immediately and got a coupling pin and started to break in the door of the mail car, in which the mails were scattered about. I got the door opened with the assistance of one or two others, and I saved as much of the registered matter as it was possible to save, because by the time we got in the flames were all around. I pulled some of the registered bags out of the flames. Some of them were in the bottom under the letter case, and the papers were thrown on top of them. I saved all the mail I could, but left my own clothes.

Q. You lost your own effects at that time?—A. Yes.

Q. What compensation was given to you?—A. None whatever.

Q. You saved the mail and you lost your clothing, and got no additional compensation or reward of any kind?—A. No, I saved what mail I could. Of course, the papers were burnt and so were the ordinary letters.

By Mr. Fyshe:

Q. Didn't you apply for any compensation?—A. We applied for the cost of our clothing, but it was not allowed.

By the Chairman:

Q. Hasn't it happened that railway mail clerks have been permanently disabled in consequence of their efforts to save the mails during fire and otherwise?—A. They have been injured by accidents, and a man was killed in an accident at Stittsville a few years ago—Robert Peden.

Q. He had a wife, hadn't he?—A. Yes.

Q. What compensation was paid to his wife?—A. I never could find out, if any.

Q. Do you know whether any compensation was paid at all?—A. I do not know.

Q. Do you know whether any annuity has ever been given to the widow of a railway mail clerk who has been killed in the discharge of his duty?—A. I do not know.

Q. Do you know if any compensation or allowance has been paid to the dependent relatives of a railway mail clerk who has died in the performance of his duty?—A. No. I knew of one case where the father of a railway mail clerk who died got three months' pay.

By Mr. Fyshe:

Q. Was the father dependent on the son?—A. No. I think that was probably to pay funeral expenses. It was about $40 a month. The man was only in the service for a short time.

Q. Is there no consideration for a widow or dependent young children in such cases?—A. There is no provision made. It is at the option of the Government.

Q. There is no provision on the statute book for it?—A. There is no provision on the statute book.

By the Chairman:

Q. Have you any insurance on your life?—A. Yes.

Q. There is no Government system of insurance on your lives?—A. No.

Q. There is no system of Government insurance on railway mail clerks?—A. No.

Q. There is no system of insurance by which the Government pays to insure their lives?—A. No. We would like to get more assistance; we have not help enough. We cannot even get our holidays.

Q. There are plenty of vacancies and no applicants now?—A. I do not know; but we are only getting labourers at $1.50 a day to do the work of railway mail clerks.

Q. They are only transitory?—A. They are only transitory, and they are a very poor class. For instance, between Montreal and here and on other routes where they do the work, if you step into a car after they have left off, you have to check over a lot of their work. If you allow it to go the way they leave it, it would be mis-sent, and would be delayed.

Q. You have a big machine continually grinding, and you have to keep up with it?—A. Yes.

OTTAWA, June 20, 1907.

To the Civil Service Royal Commission,
Ottawa, Ont.

GENTLEMEN,—The railway mail service of the Ottawa district would respectfully ask you to present to the Government for consideration their claims for an increase in the maximum salary now paid them from $1,200 to $1,500 per annum, and that the yearly increase be advanced from $50 to $100, also that all clerks who have now served 15 years be placed at the present maximum, $1,200 per annum at once. On entering the service a railway mail clerk is required to possess the same educational qualification as his confreres in the city post office or in the inside service, and unlike those gentlemen he must every twelve months pass a stiff examination in his official duties, and in order to qualify at all for promotion must take as high as 90 per cent

on these examinations, besides, the nature of the employment demands the exercise of superior strength and stamina, while the inside service have at the most only three examinations, the railway mail clerks have to pass an examination every year in order to obtain the annual increase in salary.

We think a railway mail clerk should be exempt from further examination after he reaches his maximum salary. It is quite evident he is well qualified, and further examinations should be unnecessary in his case.

Without at all claiming to be a superior class of men to clerks of the city post office or the inside service, we do claim that the difficulties and dangers by which we are surrounded while engaged in our work demands superior qualifications to either of these branches, and entitles us to a higher remuneration for our services.

Let us compare our duties with the duties in a city post office. The work in a city post office is carried on in a well lighted and well ventilated room; it admits of a division of labour; one clerk takes charge of registered matter, a second sorts letters, newspapers are sorted by a third, while a fourth clerk perhaps looks after the receipt and despatch of mails, thus the confusion and liability to error inseparable from hastily turning from one class of work to another is avoided; not so, however, with the railway mail service, for one clerk carries on all these duties, often alone and amid the tumult and disorder of a rapidly moving train, the air of the car vitiated by the burning lamps or reeking with smoke and dust. He has to accommodate himself in carrying on his work in postal cars of various sizes and designs gotten up without regard to the requirements of his route, and change from time to time without notice to suit the convenience or caprice of the railway officials.

It is said that the mileage allowance to railway mail clerks fully compensates him for the smallness of his salary. Let us examine this statement. The Toronto district, where the average mileage for each clerk is about $240 per annum, and we find that each clerk has to pay out a large proportion of this sum for meals, sleeping accommodation during his absence from home on duty, and add to this the increased expense inseparable from such a manner of living and we find but a small pittance left to compensate him for the inconvenience and the irregularity of his life, to say nothing of the ever-present risk of life and limb to which he is exposed on duty.

As twenty-five years' service in a postal car is as hard on a man as thirty-five years in an office, we think that the age at which a clerk may be superannuated should be reduced from 65 to 50 years, and the length of service reduced from thirty-five to twenty-five years, also that the superannuation be restored to recent and new appointments, or at least give them the option of superannuation or the retirement fund.

We think that the postal car should not be placed next the engine as at present, but that at least one or two cars should intervene, baggage and express.

There is no position in the Government more exacting that that of a postal clerk, and none that has so many requirements. He must not only be sound in wind and limb, but possessed of more than ordinary intelligence and a retentive memory. His work is constant and his only recreation study.

He must not only be proficient in his immediate work, but he must have a general knowledge of the entire country, so that the correspondence he handles shall reach its destination at the earliest possible moment. He must know no night and no day. He must be impervious to heat and cold. Rushing along at the rate of 40 or 50 miles an hour in charge of that which is sacred—the correspondence of the people—catching his meals as he may; at his home only semi-occasionally, the wonder is that men competent to discharge the duties of so high a calling can be found for so small a compensation.

They have to take the hazardous risk of their toilsome duties. There are no public offices which are so emphatically 'public trusts' as those whose duties comprise that of handling the correspondence of the people, because upon the proper and skilful performance of that duty depends—to a far greater degree than in the case of any other

function accomplished through Government agency—the business and social welfare of the entire community.

Trusting you will give these representations your favourable consideration.

We have the honour to be, sir,
Yours respectfully,

(Signed) JOHN PURCELL,
On behalf of the Railway Mail Clerks of the Ottawa District.

OTTAWA, July 13, 1907.

The Civil Service Royal Commission,
Ottawa, Ont.

GENTLEMEN,—I beg to submit on behalf of the Railway Mail Clerks of the Ottawa district a statement on the increased cost of living.

This statement was prepared by the railway mail clerks of the Toronto district, and in our opinion fairly represents the conditions in this district.

Your obedient servant,

Signed on behalf of the Railway Mail
Clerks of the Ottawa District.

(Signed) J. PURCELL.

INCREASE IN THE COST OF LIVING IN TORONTO.

The cost of living may be classified as follows : (*a*) food; (*b*) fuel ; (*c*) clothing; (*d*) rent; (*e*)miscellaneous expenditure. The question of increase may therefore be discussed under these heads.

(*a*) Food.—The following are the principal articles of food consumed in workingmen's families, arranged approximately in the order of proportionate expenditure: Butter, meat, sugar, milk, bread, flour, fish, potatoes and other vegetables, eggs, tea, fruit, oatmeal and cheese

The following are sold in the St. Lawrence market and the prices are quoted daily in the newspapers: Potatoes, apples, cabbage, onions, turkeys, geese, hens, butter, eggs, beef, lamb, veal and hogs.

The average minimum prices of the Saturday market have been taken out for each year and the whole combined in a series of index numbers as follows. These index numbers show the percentage of advance in each year since 1897, as compared with the prices of that year:—

	Per cent.
Prices of 1897	100
" 1898	112
" 1899	132
" 1900	132
" 1901	127
" 1902	150
" 1903	147
" 1904	147
" 1905	158
" 1906	164

ADVANCE OF 64 PER CENT.

Thus, so far as the commodities which are sold in the market are concerned, the prices of 1902 represented an advance over 1897 of 50 per cent, while the prices of 1906 represented an advance of 64 per cent. Of the commodities in the first of the

foregoing lists, including some which are not sold in the market, not all have advanced in an equal degree. The following will illustrate this point:—

	Index No. of 1897.	Index No. of 1906.
Butter	100	149
Beef	100	136
Sugar	100	110
Milk	100	113
Bread	100	92
Flour	100	105
Fish	100	125
Potatoes	100	162
Mutton	100	157
Eggs	100	167
Lard	100	150
Tea	100	100
Apples	100	122
Oatmeal	100	100
Cheese	100	129
Total	100	128

This shows an advance in the prices of these foodstuffs, which are those entering most importantly into the consumption of workingmen's families, of 28 per cent. In the above statement no account is taken of the relative importance of the commodities, this is of the proportions in which they enter into consumption. This varies with the size of the family and with the ages of the children. For a normal family of 5·5 persons, certain 'weights' may be attached to the percentages given. This has been done, and the resulting percentage does not differ materially from that given above. It is, therefore, not necessary to detail the calculation.

For some families the net total excess of the cost of the food in 1906 over 1897 will be greater or less than 28 per cent, in proportion to consumption of those commodities which have been subject to the higher rates of increase. Moreover, it must be realized that the comparison is between two periods in which the standard of comfort is assumed not to have varied. As a matter of fact, the advance of the standard of comfort has added greatly to the cost of living, and would have added to it had there been no advance in the prices of commodities.

Apart from the general causes which affect wholesale prices in all the markets of the world, the following specific causes are alleged by those in the various trades concerned to have been influential in producing the advance of local prices.

So far as local produce is concerned, the chief cause is undoubtedly the increase of demand due to the increase of population, coupled with increased resources resulting from relatively higher wages and greater profits. This increase in demand has gone on at a rate too rapid for the local production of foodstuffs to cope with, especially coincident as this enlarged demand has been with drafts from the agricultural population of Ontario to the Northwest. To these influences must be added the concurrent increase in demand from abroad, stimulated as it has been by improved shipping facilities—cold storage on railways, at ports, and on board steamers, &c.

Although the wages of the persons engaged in the distribution have advanced and profits of retail dealers are undoubtedly higher, the farmer has been benefited also by enhanced prices and by steady demand.

The chief advances have occurred in the following commodities:—

Eggs, 67 per cent. Cooking eggs have advanced on account of the increased shipping demand and on account also of the larger local demand. Fresh eggs have sent from the region around Toronto in large quantities to the mining towns asd camps of Cobalt, and this has constituted a new field for demand.

Potatoes, 62 per cent. The principal cause of this increase is the deficient crop of the last year or two. United States potatoes have been largely imported to make up the deficiency.

Mutton, 57 per cent. This increase has been caused chiefly by the increase of local demand, coupled with a dimunition in sheep farming.

Lard, 50 per cent. This has been due to the demand in northern Ontario and the Northwest, and to the increased price of hogs. Lard is not shipped abroad.

Butter, 49 per cent. Increase in the price of butter falls very heavily upon the poorer families, by whom a large quantity is consumed, relatively to the quantities of other articles, the expenditure upon butter being approximately the same as that upon all meats. The advance has been due largely to the advance in the price of lard. It has taken place chiefly in cooking butter.

B. Fuel.—Pursuing the same method as that adopted in presenting the prices of food, the variations in the prices of coal may be presented as follows:—

1897	100
1898	95
1899	78
1900	105
1901	105
1902	110
1903 (strike year)	184
1904	114
1905	124
1906	124

The causes of these fluctuations being almost wholly external to Canada need not be discussed here.

COST OF CLOTHING.

C. Clothing.—Of all items in domestic expenditure, clothing is perhaps the most difficult to present in statistics. During the past ten years the principal raw materials have advanced in price as follows:—

	1897.	1906.
Raw cotton	100	175
Web cotton	100	133
Canadian wool	100	150
Australian wool	100	150
Fine wool	100	130
Flannel	100	200

On the other hand, machines have increased in output and labour, in efficiency, so that the price of the unfinished article is not advanced proportionately to the price of raw material. The following is based upon prices quoted by some of the leading retail houses for goods of the same quality in 1897 and in 1906:—

	1897.	1906.
First quality, suits	100	125
Second quality, suits	100	118

Causes other than local determine the prices of the great staples, cotton and wool. The increase of demand has, it is understood, stimulated production, and has affected prices to a comparatively moderate extent.

Shoes have advanced as thus:—

	1897.	1906.
Shoes	100	125

If the index number 120 is taken for 1906, as representing the price of clothing in general as compared with 100 for 1907, this would mean an increase of 20 per cent, which, in the absence of more precise data, may perhaps be provisionally accepted.

THE ITEM OF RENT.

D. Rent.—The most conspicuous of the increases in the items of household expenditure has been the increase in rent.

The increase in rent may be set down broadly to the increase in population, and

to the failure of the house-building industry to keep pace with it. That the population has outgrown the means for its accommodation is obvious from the following:—

Assessment of real property per head in Toronto from 1892 to 1906:

1892	$819
1893	833
1894	777
1895	732
1896	667
1897	631
1898	613
1899	586
1900	576
1901	583
1902	583
1903	579
1904	581
1905	591
1906	611

Eight 'samples' workmen's houses, upon which no improvements have been executed by the owners during the past ten years, and the history of which has been made available, exhibit the following increase in rents:—

Index number, 1897	100
Index number, 1906	195

This is an increase of 95 per cent in ten years. It is true that the number of houses is not large, but there is reason to believe that they are fairly representative. The error is probably not of great magnitude. The reasons for the advance may be set forth as follows:—

(*a*) The absence for several years of speculative building, due partly to the collapse of the building boom about 1891, to slow recovery from the depression which ensued, and recently to the dearness of money.

(*b*) The increased cost of materials.

(*c*) At certain junctures increased wages have been an element of importance, but at present other factors seem to predominate.

(*d*) Miscellaneous expenditure always increases with the increase of resources. Much of the advance in the standard of comfort appears in the provision of the thousand odds and ends that are dispensed with when wages are low and that are the occasion of 'leakage' when wages are high. In a comparative review such as this they may be disregarded.

The amount of weight which seemed to be attached to the different items of household expenditure is very difficult to determine. A very extended inquiry would be necessary to find a basis for an accurate series of figures. The proportions which have been found to prevail in the United States, still less those in Europe, cannot be taken as applying conclusively to Toronto. From such material as is available the following 'weights' have been provisionally determined. It must be emphatically stated that they are very approximate. Moreover, the main percentages exhibit unfortunately various degrees of probable accuracy. The percentage advance attributed to food possesses a high probability of accuracy; that attributed to clothing is very approximate; that attributed to rent possesses a fair degree of probable accuracy, although the number of cases upon which it is based is not large.

INCREASES IN CHIEF ITEMS MAKING UP COST OF LIVING.

Table showing percentage increases in the cost of the chief items of working-class expenditure as between 1897 and 1906:—

	1897.	1906.
Food	100	128
Rent	100	195
Fuel	100	124
Clothing	100	120

Application of the following 'weights' to the above table yields the result also as follows:—

Food, 10; rent, 5; fuel, 2; clothing, 2.

	1897.	1906.
"Weighted" index number	100	144

This 'weighted' index represents the increase in the cost of the necessaries of life in a normal workingman's family, so far as the material at present available enables a general conclusion to be drawn. It is offered with due reserve.

These figures apply for the most part to workingmen's families. In middle class households, although precise details are wanting, it is probable that rent had not advanced in quite so great a proportion as has been the case in the working class. On tthe other hand, domestic service has increased very heavily, and the cost of miscellaneous foodstuffs consumed by the middle class has also increased. The following increases in retail prices of fine groceries are given by way of example:—

	1897.	1906.
Cocoa	100	125
Raisins	100	147
Currants	100	133
Almonds	100	170
Starch	100	140
Biscuits	100	114
Pepper (black)	100	130
Figs	100	125
Candles	100	125
Tinned salmon	100	131

Good clothing has also increased in price. It should be remarked that some portion of the observed increase in the cost of living must be attributed to a general advance in the standard of comfort of all classes. Earnings in the working class have been higher, and have been more freely spent. Trading profitts have also been higher, and the expenses of the trading class have risen proportionately.

SALARY CLASS HARD HIT.

On the other hand, the salaries class have suffered by the advance of prices, and by the increased standard of comfort around them with which they naturally desire to keep pace. In a period of falling price, of course the class with fixed incomes gains, but the current has been in the other direction for some time. The advance of rent has fallen heavily upon the class of persons who live on a small fixed income. Many of these have been compelled seriously to diminish their comfort, to remove to a smaller house and to practice economy in clothing and otherwise. The rise in the wages of domestic servants has compelled this class to do without them.

The pressure upon household accommodation has led large numbers of families to take in lodgers in order to increase their income, or to enable them to pay the enhanced rents. This practice has contributed still further to enhance rents, the cost of houses and the price of land in certain portions of the city.

OTTAWA, June 20, 1907.

Mr. FRANCIS G. ALLEN, sworn and examined.

By the Chairman:

Q. You are a clerk in the Ottawa post office?—A. Yes.
Q. You entered the service in 1886?—A. Yes.
Q. You are still a junior third class clerk?—A. Yes.

Q. You are now 51 years of age?—A. Yes.
Q. And your salary is $1,000?—A. Yes.

By Mr. Fyshe :

Q. What did you get when you went in?—A. $400.

By the Chairman :

Q. And in twenty-one years you have gone on, by promotion I presume, from the fourth class to the junior third, and then to the senior third, and then to the junior second?—A. When I entered the service there were only three grades—first, second and third. I was a third-class clerk.

Q. You entered at $400 and got annual increments?—A. Yes, of $40 for a while, and then they raised it to $50.

Q. In the third-class it went up to what?—A. $800.

Q. Then you passed a promotion examination?—A. Yes. In the Bill brought in by Sir William Mulock there were five or six different classes provided for. I was made a junior second on the 1st of December, 1903.

Q. What is the minimum salary of a junior second?—A. $900.

Q. Since then you have had increases amounting to $100?—A. Yes.

Q. And you are on the eve of another increase of $50?—A. Under the new law we hardly know where we are. We are supposed to get an increase of $50 each year, but it takes three years to get $100. I was at the maximum of my class for eight years, during which I got no increase. This Bill makes four classes, and a junior and senior in each class, so that there are practically nine classes, and at each step we are held up for a year without any increase.

Q. I presume that the explanation of your only having two increases in three years is the fact that when you got to the higher grade you had to wait for twelve months at the minimum before you got an increment?—A. That is right.

Q. Are the statements in this pamphlet (showing) got up from personal experience?—A. Yes. I got up that pamphlet myself at the request of the Postmaster General, and I can swear to the correctness of every statement in it.

Q. The statements A, B, C and E relate to Ottawa, and the statements F and G relate to other places?—A. Yes. When the post office employees formed this association for the purpose of getting our salaries increased, I was appointed secretary, and I communicated with each city post office, of which there are but fifteen, where the staff is paid by the Government. In the other offices the staffs are paid by the postmasters themselves.

By Mr. Fyshe :

Q. Where the postmaster pays his own staff there cannot be the same discipline that there is where the Government pay them?—A. I do not see why. I have visited many of the offices within the last three months in reference to this matter. In some of the offices, Stratford, for instance, a new arrangement has been made, where there is what is called a semi-staff. The postmaster's salary is based on the revenue of the office, but the staff is paid by the Governmentt.

By the Chairman :

Q. This is a new departure?—A. A new departure within the last year. They are paid less than the staff in the city offices.

By Mr. Fyshe :

Q. Would they be paid less than similar men would get in outside positions in these various localities?—A. No, they would be paid about the same.

Q. But I should judge there would be less to look forward to in the way of pro-

motion?—A. They call it a semi-staff. They get $360 on appointment and are taken on two months on probation, after which they get $400.

Q. That, I presume, is a fixed rule?—A. Yes.

Q. Is it incumbent on the postmaster to pay these salaries?—A. The Government pays them. They have an annual increase of $50 up to $800, or in special cases to $900. No more women are to be employed, but those who are there now have to be retained.

Q. Why is that?—A. It is believed that women are not best suited for the work in post offices, and they are not to be paid more than $600.

By the Chairman:

Q. Coming back to the Ottawa post office, you are now a junior second-class clerk —A. Yes.

Q. Beyond that there is a senior second-class?—A. Yes.

Q. Then a first-class?—A. Yes.

Q. Then the assistant postmaster and the postmaster?—A. Yes. There is also a superintendent in each office; that is a new arrangement in offices where the revenue reaches a certain amount. In most of the large offices there is a superintendent, but he does not get any more salary unless the revenue of the office reaches a certain figure.

Q. What do the superintendents get?—A. $1,500, I think.

Q. That is equivalent to a first-class clerkship?—A. We have first-class clerks who get $1,500, but that is only after thirty-five or thirty-seven years' service.

Q. Besides the superintendent there is the assistant postmaster and the postmaster?—A. Yes.

Q. Could you, if you lived to 100, become a postmaster?—A. No, not unless I was a Member of Parliament or an ex-Member of Parliament.

Q. How are the assistant postmasters appointed? Do they mount up?—A. Yes, they are supposed to.

Q. The assistant postmaster of the Ottawa post office has been in the service 40 years?—A. Yes, ever since he has been a boy.

Q. And he has gradually mounted up by length of service?—A. Yes.

Q. But under no condition could you ever become a postmaster under the present system?—A. No. I may be wrong there. I could not, perhaps, in a city like Ottawa; but at Stratford the postmaster who has lately been appointed was assistant postmaster for a number of years before that. But he is an exception.

Q. The present inspector of the Ottawa district was an old employee of the Ottawa post office before it became a city post office?—A. Yes.

Q. And he became inspector by promotion?—A. Yes.

Q. But by no possibility could you become a post office inspector?—A. No.

Q. Under the Act city postmasters and inspectors are political appointments?—A. Yes.

Q. Suppose there was a vacancy in the post office at Kingston, as there was the other day, nobody in the service at Ottawa could obtain that?—A. I think not.

Q. Do you know of any place to which any member of the Ottawa staff has ever been appointed outside of Ottawa?—A. No.

Q. The promotion could only be in Ottawa?—A. Yes.

Q. Has anybody ever been appointed over your head since you have been in the service?—A. That cannot be done in a city post office in the same way that it can be in some other branches of the service.

Q. Is there any hope of a boy entering a city post office at the lowest grade becoming a city postmaster or an inspector?—A. I think not.

Q. There is no hope of an intelligent youth in the outside post office service getting beyond a certain limit?—A. No. If he got to the first-class that would be the limit. We have only two in the first-class.

Q. Those are Mr. Pennock and Mr. Mercer?—A. Yes.

Q. One was appointed in 1878 and the other in 1872?—A. Yes.

Q. But the general circumstances of the case now are that a boy entering the Ottawa post office at the age of 19 at the lowest rank could never hope to look forward to anything beyond a possible first-class clerkship after nearly 40 years of service?—A. That is right.

Q. You are under the old Superannuation Act?—A. Yes.

Q. What is your opinion of the abolition of that Act?—A. I think it was a big mistake, the biggest mistake the Government ever made.

Q. If you had not the benefit of the Superannuation Act would you remain in the service?—A. No, sir, decidedly not.

Q. Is the absence of the Superannuation Act detrimental to the service?—A. Yes. Then the age limit has been reduced to 16 years in order to get people to come into the office, because a man of 18 will not come in at the wages paid. I would leave to-day if they would superannuate me. The help we are getting into the office now, under the new Act are younger and the new arrangements that have been made are very inferior.

By Mr. Fyshe :

Q. They are taking in inferior material ?—A. Yes. Competent young men will not stay at the salary given.

By the Chairman :

Q. Are there people appointed in the Ottawa post office, who have not passed any examination and who are classed as labourers ?—A. I could not say as to that. These details are kept by the assistant postmaster.

Q. There are two fourth class clerks in the list who are stated to have been born in 1866, over 41 years of age. Did they come in at $400 a year?—A. One of them, McCallum, was a letter carrier for many years, and then he was put on the staff as a clerk.

Q. What was his salary as a letter carrier when he was appointed clerk ?—A. I think he was at the maximum, $600.

Q. I thought Dr. Coulter stated the other day that the maximum salary of a letter carrier was $720 a year ?—A. If they take that class they give up certain rights which they had under the old Act. There are a great many who have done that and would like to go back again, because they did not see the effect of it at the time, I have been told. They are taking in now a class of men, and classing them as labourers. These men are paid $1.50 a day, in some cases $1.25; and after they have been there a year, if the assistant postmasters think they would make efficient clerks, he can recommend them, and they will be put on as clerks.

By Mr. Fyshe :

Q. What do you use labourers for?—A. There is no appropriation made by the government to pay extra clerks, but they have an appropriation for labourers, and the names of these men are put on the pay-list of labourers.

Q. That is a misnomer ?—A. Yes.

Q. They pass no examination?—A. Only a small preliminary examination. They spend a year as labourers at $500, then they are made permanent clerks and the pay reduced to $400 a year. They could not be made permanent otherwise.

Q. Surely no man would submit to his salary being reduced $100 a year in order to get the different title ?—A. Some of them do in order to be made permanent.

By the Chairman :

Q. If they continue as labourers they do not get more than $1.50 ?—A. Yes, they go up to $2.25 a day. We have men to-day getting $2.25 a day, and we have other

men doing the same kind of work who have been there twice as long, getting only $1.50.

Q. When they are appointed as clerks they begin at $400 ?—A. Yes.

Q. And rise to $600 ?—A. Yes.

Q. And then they go on by promotion?—A. They are supposed to.

Q. Your junior second class clerks are women ?—A. Not ours. We have only five women.

Q. Do you find that more women are coming into the city post offices than formerly ?—A. No. They have reduced the number. I believe it is an understood thing that no more women will be put on the outside post office service. The experience is that they are not suitable for the heavy work. They will not put out those who are there, but they will not appoint any more. The women can do certain clerical work, but there is night work, Sunday work and other work about the office that we should not make them do.

Q. So the tendency is to drop women from the outside service of the Post Office department?—A. That, I believe, is the policy of the department at present. It is liable to be changed though. If another Minister came in there might be a change on that line.

Q. Of course, the Ottawa post office is in the patronage of the members for Ottawa?—A. Yes.

Q. If a vacaancy happens in the Ottawa post office the appointment lies with the two members for Ottawa ?—A. Yes.

Q. It is not like the department where the Minister has the say, but is entirely within the patronage of the local members ?—A. Yes.

Q. In the recent appointment of the postmaster at Kingston it is stated in the papers that the nomination was made at the instance of the local association ?—A. I believe that is correct. I was there about a month ago and spoke to the new postmaster. I know him personally.

Q. The appointment is a rather good one ?—A. Yes. I believe he is a good man. They seem very well satisfied with him there.

Q. Still it is rather hard lines on the officials of that post office that none of them had any chance ?—A. Yes. I have been told a man who was doing the work of assistant postmaster for a number of years at Kingston could not be confirmed assistant postmaster because the association would not recommend him.

By Mr. Fyshe :

Q. Did the Deputy Minister or Minister ask their opinion ?—A. I do not know anything about that.

Q. Do you think he was not appointed because the association would not recommend him?—A. That is what I was told.

Q. If the opinion of the association was against him, it must have been for a good reason?—A. I do not know.

By the Chairman:

Q. Among the third-class clerks there is one getting $800 per annum who is 49 years of age. He was appointed in 1885. Did he fail to pass the promotion examination?—A. No. I think he has passed his promotion examinations; but I believe his conduct report has been against him.

Q. Considering the manner of appointments, is the staff of the Ottawa post office fairly efficient?—A. It is not as efficient as it used to be.

Q. Is that owing in a great measure to inferior people being appointed at the commencement?—A. Decidedly.

Q. People who are appointed for sporting or other proclivities?—A. We have had them. Of course, you will understand that the difference between our service and the other services is in the qualifying examination, which could only be passed by a youth who had gone as far as the Collegiate Institute. That has been eliminated.

By Mr. Fyshe:

Q. Was not that very unwise?—A. Very unwise. Some of the men we get in now re not good readers and the writing we have to deal with is not always the best. The ualifications have to be lowered because the salary is so low that good men will not ome in.

By the Chairman:

Q. In consequence of the appointment of all these incompetent people, is not the work of the efficient element of the staff greatly increased?—A. Yes, decidedly.

Q. What are your office hours?—A. That is one of the great grievances we have —the office hours. In the city post office we are supposed to work seven and a half actual working hours daily. That sounds very innocent, but when you start at seven in the morning, and your hours are scheduled to cover to six or seven o'clock at night, it makes a long day. Besides that, our hours are changed every week and in some branches every day. The consequence is that on one day I will get my breakfast at a certain hour, and the next day two hours later; and it is the same case with my dinner hour. That destroys a man's digestion.

By Mr. Fyshe:

Q. What is the reason for that?—A. The real fact of the matter is that there are not enough men there to do the work. We have a branch in the office called the Government office, where only the Government work is attended to. From that branch e send the first batch of mails to the departments at eight o'clock every morning. revious to that the mails have to be sorted, so that to get that work done men must there from half past six or a quarter to seven every morning. This is hard in the nter. Some have to get up at half past four or five to be on duty in time in some anches.

Q. Do you live out of town?—A. No, in the city. I have to do two and a half urs' work in the morning, then I go home for three or four hours and then come k and do the rest of the time.

By the Chairman:

Q. Do you have the same hours every day or do the hours shift?—A. I have the ne hours now because my doctor advised me to that effect.

Q. But if it were not for this, your hours would shift daily?—A. Yes. I will d the hours to you. There are seven men in one branch. One comes on at 6.30 . and works till 9; then he goes away and comes at 1, and works till 6 at night. other man starts at 12.30 and works till 4.30; then he is off till 6 in the evening, l he works from 6 to 9.30. In the next week the first man takes the other man's urs.

Q. Why are they changed about?—A. Simply because the men will not stand the rk otherwise. In our general delivery the man has to be on duty at 6 o'clock every rning and he works till 8.30; he then goes away and comes back at 1 and works 6. The other man comes on at 8, goes away at 1, comes back at 6 and works till 0. They change around every week. In some branches they change every day.

Q. How long are the wickets open to the public?—A. From 8 to 8.

Q. What about Sundays?—A. That is a tender spot. I work every fourth Sun-. During the session I start at 7 o'clock in the morning and work till 12, then I my dinner, come back at 1 and work till 5.

Q. Do you get any additional remnueration for your Sunday work?—A. No.

Q. Do you have much work to do?—A. As much as three of the men do on any er day.

Q. What holidays do you get?—A. We are entitled to three weeks.

Q. What holidays do you get?—A. We get them if we can; if we cannot, we

STATEMENT "B."

Junior Second Class Clerk, with a Family of 6, on a Salary of $1,000 Per Annum.

	Expenses, Month.
Rent, per month	$12 00
Fuel	4 50
Food	43 00
Furnishings	2 00
Clothing	10 00
Schooling	3 00
Medical expenses	1 00
Church	2 00
Recreation	2 00
Insurance	6 50
Superannuation	1 75
Light and gas	3 00
Help	2 00
	$92 75

	Expenses, month.
Salary, per month	$ 83 33
Other sources	20 00
	$103 33
Expenses per month	$ 92 75
Salary, Department	83 33
Deficit	$9 42

STATEMENT "C."

Junior Third Class with a Family of 6, on a Salary of $800 Per Annum.

	Expenses, month.
Rent	$14 00
Fuel	4 00
Food	35 16
Clothing	11 00
Schooling	2 50
Insurance	3 00
Church	1 60
Recreation	30
Furnishings	2 40
Tobacco	35
Medical expenses	1 30
Car fare	3 00
Newspaper	30
Sundries	16
Xmas presents	1 66
Superannuation	1 33
Light	65
	$82 71

	Income.
Salary, Government	$800 00
Other sources	156 00
	$956 00
Expenses per month	$82 71
Salary	66 66
Deficit	$16 05

STATEMENT "D."

Senior Third Class Clerk, with a Family of 11, on a Salary of $800 Per Annum.

	Expenses. month.
Rent	$12 00
Fuel	4 50
Food	37 50
Clothing	11 75
Schooling	5 50
Medical Ex.	2 00
Church	1 95
Recreation	50
Insurance	3 52
Lighting	1 00
Superannuation	3 34
Help	5 00
Furnishings	3 50
	$92 06
	Income.
Salary, annum	$800 00
Other sources	292 72
	$1,092 72
Expenses, per annum	$1,104 72
Loss per annum	12 00
Expenses per month	$ 92 06
Salary from Department	66 66
Loss per month	$ 25 00

STATEMENT "E."

Second Third Class Clerk with a Family of 4, on a Salary of $900 Per Annum.

	Expenses, month.
Rent	$20 00
Fuel	5 60
Food	21 00
Clothing	6 00
Schooling	.. ..
Medical expenses	5 00
Church	3 33
Recreation	83
Insurance	7 00
Lighting	1 00
Superannuation	3 00
Help	.. ..
Furnishings	5 00
	$77 76
	Income.
Salary, annum	$ 900 00
Rent of rooms	180 00
	$1,080 00
Expenses, annum	931 00
Balance	$ 149 00
Without rent of rooms deficit would be per annum	$ 31 00

STATEMENT "F."

Senior Third Class Clerk with a Family of 9, on a Salary of $900 Per Annum.

	Expenses, Month.
Rent	$15 00
Fuel	6 87
Gas, cooking	2 00
Food	38 93
Furnishings	1 25
Clothing	12 00
Schooling	50
Medical expenses	2 15
Church	2 50
Recreation	1 10
Insurance	1 00
Superannuation	2 50
Light	1 69
Help	8 00
Interest	1 58
	$97 07

	Income, month.
Salary, annum	$900 00
Private income	160 00
	$1,060 00
Expenses, annum	1,164 84
Income, annum	1,060 00
Deficit	$104 84
Expenses, month	97 07
Salary, government	75 00
Deficit	$22 07

CHARLOTTETOWN, P.E.I.

	Per annum.
Rent	$150 09
Fuel	70 00
Water	15 00
Church	30 00
Insurance	100 00
House furnishings	25 00
Help	75 00
Food	320 00
Clothing	150 00
Schools	40 00
Medical services	20 00
Sundries	50 00
Superannuation	30 00
Recreation	Nil
	$1,075 09
Salary received from government	800 00
Deficit	$275 09

IN THE CITY OF QUEBEC FOR ONE YEAR.

House rent—at $12 per month	$144 00
Fuel	60 00
Light	18 00
Sundry expenses, tenants, repairs	3 00
Removal of snow	5 00
Taxes—personal, &c., and water rates	27 00
FOOD :	
1 large loaf of bread per day at 16c	65 70
Meat average, 15 lbs. per week at 15c	117 00
Butter " 6 " 25c	78 00
Cheese " 1 " 15c	7 80
Fish " 5 " 15c	39 00
Tea and coffee 2 " 40c	41 60
Sugar 6 " 5c	15 60
Eggs 4 doz. " 25c	52 00
Potatoes ½ bush. " 50c per bush	13 00
Milk 7 qts. " 8c. per qt	29 12
Vegetables " 50c	26 00
Pickles, sauces, jams, &c	25 00
Fruits	10 00
Cereals—Oatmeal, Force, &c	10 00
CLOTHING :—	
Underwear—Parents, 8 suits per year	16 00
Underwear—Children, 8 suits per year	10 00
Sundry wearables—Ties, stockings, collars, shirts, &c	20 00
Suits—Parents, hats, caps, dresses, &c	100 00
Suits—Children's hats, caps, dresses, &c	30 00
Footwear—Boots, rubbers, &c., for family	35 00
Laundry	52 00
Schooling	50 00
Medical services	20 00
Church expenses	30 00
Recreation	25 00
Insurance, Fire and Life	95 90
Sundry expenses	25 00
	$1,294 82

Memo of Living Expenses for a family of six (6) in Halifax for one year.

House rent, flat	$ 225 00
Fuel	75 00
Light, electric	25 00
Food	360 00
Clothing	80 00
Taxes (including schools, etc.)	7 00
Medical attendance	25 00
Church, etc., expenses	20 00
Insurance life	34 00
Superannuation	16 00
House furnishing, repairs, etc.	50 00
Help, (one girl)	75 00
Sundries	50 00
Recreation	.. ..
	$1,042 00
Salary from Government	$ 850 00

Rents—An increase of 25 per cent to 30 per cent since 1890-96.

Extract of a letter written by a leading real estate agent in Ottawa:

January, 1906.

Dear Sir,—

"As requested I have examined our books, extending back to the year 1890 and find that rentals are now from 25 per cent to 30 per cent higher than then, more

particularly is the increase noticeable with houses of medium size and rental (that's what the P. O. clerk wants). "I think my estimate is if anything below the average and will be as steady in advance in rents in the future as has been in the past."

I can add nothing to that.

Taxes.

From enquires made at the City Hall the estimate given is that taxes have risen fully 15 per cent in the last ten years.

Fuel.

Please listen to the following quotations from J. Heney & Son, Ottawa:

—	Coal.	Hard Wood.	Soft Wood.	Medium Wood.
	$ cts.	$ cts.	$ cts.	$ cts.
In 1890	6 50	4 50	3 00	1 75
In 1906	7 25	6 00	4 00	3 00

Last year we had our furnace going nearly 8 months.

Comparison in prices of market produce for the years 1896, 1901 and 1906.

Articles.	1896.	1901.	1906.
Pork, per cwt	$4.75 to $5.00	$7.80 to $8.10	$8.00 to $8.50
Beef, hind quarters, lb	4½c.	5c. to 6c.	6½c.
Lamb, quarters, lb	5c. to 7c.	6c. to 10c.	8c. to 12c.
Beef, front quarters, lb	2⅜c.	3½c. to 4c.	4c.
Butter, pails, per lb	17c. to 18c.	20c. to 22c.	25c.
Butter, per lb. prints	20c.	22c. to 25c.	30c.
Eggs, per dozen	14c. to 16c.	22c. to 23c.	25c. to 30c.
Potatoes, per bag	35c. to 45c.	80c to $1.00	90c. to $1.00
Turnips, per bag	35c.	60c	60c. to 70c.
Grapes, per basket	15c.	.....	30c.
Chickens, per pair	45c. to 65c.	45c. to 65c	75c. to $1.00
Turkeys, per lb	9c. to 12c.	9c to 12c	$1.25 to $1.50 each.
Ducks, per pair	50c. to 75c.	50c. to 75c.	$1.00
Geese, apiece	50c to 75c.	50c. to 75c.	$1.00

The prices quoted above are market prices and are lower than store prices.

Food.

Meat has increased greatly. Steaks and roasts of beef have risen from 10c, an[illegible] 12, to 12½c, and 17c. Mutton and lamb, from 7c, and 10c, to 12c, and 15c lb. Po[illegible] about the same. Poultry is now out of reach of lower grades.

Butter, eggs and cheese have risen greatly. In 1890 we could get eggs for 12[illegible] to-day they are 25c to 30c.

Cheese, 10c to 15c. These prices are on the market: you will pay more for the[illegible] at the stores.

Groceries.—Whilst in some lines there has been no increase—in others there has. Wholesale grocer quotes a rise of 10 per cent since 1890.

Boots and shoes, &c.—In last 10 years 20 per cent.

Dry goods.—In last 10 years, 10 per cent.

Carpets.—In last 10 years, 5 per cent.

Furniture in last 10 years, 10 per cent.

Furs.—100 per cent.

These are quotations from a departmental store. Wages have risen 20 per cent in 10 years, in this store.

Bread.—Price not gone up, but weight gone down. Loaf 1½ lbs., formerly 2 lbs.

Cakes.—About same proportion. Price same, but size reduced.

Vegetables.—Hard to compare. This year very high. Potatoes used to be 50 cents; this year $1.00, and will likely reach $1.50 this winter.

Clothing.—Increase in custom made; ready-made not much higher.

School.—Costs more now because we want better education.

Medical expenses.—We live at a faster pace, consequently the machinery wants more repairing. Doctors' fees have risen.

Church.—If we are getting better, we are going to church oftener, and consequently the plate comes round oftener. We are giving more to missions, &c.

Recreation.—We are getting to realize that we are confined closer to our offices. We take more outdoor exercise and fresh air, more trips in the country now required.

Insurance.—The rates for fire risks have risen. Life risks are higher. Let me quote figures:—

	1899	1906
Straight life policy, 35 years	$26 10	$28 95
Pay life policy 20 yearly	33 50	36 95
Endowment policy 20 years	47 50	51 40

Needs no comment.

Light.—In 1890 coal oil was cheaper. To-day we must have electricity. P. O. clerks are expected to keep up with the times, except in regard to salaries.

Superannuation.—Like the P. O. clerks, the Government must keep up with the times. Two per cent used to be the rate. Now 5 per cent. Like loyal subjects we submit. The rate goes up without our consent, but we have to ask for increase in salaries.

Help.—Most of us do without help. Others cannot. Wages have risen. In 1890 we could get a woman to do the washing for 50 cents a day. Now we pay 75 cents to $1.00 a day. Domestic servants from $4 and $5 to $8 and $12 per month.

I can safely say that in the foregoing statements I have not exaggerated any one item, and I am willing to have all the prices tested.

As regards the expenses which I have taken the trouble to give in detail, I may state they have been submitted to many prominent men in business and I have yet to find one who carefully analyzed my statements to say they were above the mark. All claim them too low. There was one gentleman, however, challenged the cost of food in 'Statement B,' so we went into the matter carefully together. You will observe the item in question amounts to $43 for 6 persons per month. Now let us see what that means.

A family of 6 with 3 meals a day, equals 18 meals a day or 540 per month and that gives you about 8c. per meal per head. Not very high living. Let's go into the matter further—I paid a visit to the jail, but unlike most visitors to that institution, was let out again. Mr. Kehoe gave me the following particulars:

A meal last year cost exactly 7 cents per head. This quarter it has increased to 7¼ cents. Remember the food is furnished by tender and is practically wholesale prices The cost given is for the bare cost of raw materials and is away below what we have to pay for the goods supplied. Of what do the meals consist you ask?

Breakfast.—1 pint of oatmeal gruel with molasses, 1 pint of pea coffee (split peas ground) ½ lb. of bread.

Dinner.—6 ounces of cooked meat without bone, 8 ounces bread and 8 ounces potatoes.

Tea.—1 pint of oatmeal gruel, with molasses, 1 pint of pea coffee and 8 ounces bread.

If you look at 'Statement D' you will find the cost per meal there will be 3½ cents per meal. That's high living. Only a few days ago one of the city papers stated that the prices on the market were 35 per cent higher this year than last.

Mr. Whitney at Cornwall said to school teachers that 60 cents a few years ago was equal to $1.00 to-day.

It costs the directors of 'The Old Men's Home' on Bank street, $125 per head a year. This does not include interest on capital and does not include the donations of food and clothing. Now at that rate a family of six would cost $750. The speaker has had the honour of having to maintain his family for the last twenty years on $650 per annum, taxes and rent included.

'There has been a gradual and positive advance in the price of commodities since 1890 all over the continent. The United States Bureau of Statisticians figure out the difference at 17·7 per cent for that country from 1890 to 1905, which would mean that $83 would go as far sixteen years ago as $100 would to-day. It is doubtful, however, whether, taking everything together, the increase has not been considerably greater in Montreal than the figures given by the United States Bureau. Rent, which may be reckoned at about twenty to twenty-five per cent of the ordinary man's monthly income, has certainly been advanced considerably. Houses that were fifteen dollars only a few years ago are now twenty, and in some cases more. This represents a rise of a third or over.'—*Witness.*

'The weekly earnings of all classes of workmen have increased 42 per cent since 1890, according to figures officially given out at Washington.'

I will read an extract from the *Monetary Times* of October 5, 1906:—

'The high cost of commodities is another problem which takes a lot of solving for those in receipt of fixed incomes. While wages have gone up say 30 per cent, prices for the necessities of life have gone up about as much, which leaves things largely as before. Latest statistics show that there has been a slight reaction in the cost of necessaries during the past few months, but for all practical purposes the comparison holds good. Labour, while better off inasmuch as it has found full employment at good wages, has had to pay out a large proportion of its increased value in the shape of living expenses. For those with fixed incomes the problem of prosperity has been much more acute; they have had to pay one-third higher prices for everything they bought and no more money to do it with.'

BANK CLERKS.

A member of the Government once said to me that the 'outside service' was better paid than 'bank clerks,' and I should like to discuss that with you, sir, in case you might be of that opinion.

Now, what are the facts? I find the hours are about similar and a number of other details such as holidays, sick leave, superannuation, &c., but when it comes to salaries there is a great discrepancy. The different banks are much the same as regards salaries. Some at the start pay $300 per annum; others $250, and some $200. I have prepared a statement showing a comparison with the salaries of the post office clerks, and it will speak for itself. Some banks pay a bonus in addition to the regular increase, and my statement will be found to be a fair one. One bank has received notice that the amount of salary a man must receive before he can marry has been raised $200, which shows the bank realizes the cost of living has greatly increased.

Another bank manager told me that in the majority of cases a clerk would reach $1,000 in seven years. Bank of Montreal increased salaries 20 per cent to 30 per cent in last five years.

SESSIONAL PAPER No. 29a

COMPARISON between salary of a Bank Clerk and a Post Office Clerk.

YEARS.	BANK CLERK.			P.O. CLERK.
	Salary.	Bonus.	Total.	Salary.
	$	$	$	$
1	200		200	400
2	300		300	400
3	400		400	500
4	500		500	550
5	600		600	600
6	700		700	650
7	800		800	700
8	900		900	750
9	1,000	150	1,150	800
10	1,100	165	1,265	850
11	1,200	180	1,380	990
12	1,300	195	1,495	950
13	1,300	260	1,560	1,000
	10,360	950	11,250	9,100

Total, Bank Clerk	$	11,250
Total, P.O. Clerk		9,100
	$	2,150
Bank Clerk receives $2,150 in 13 years more than P.O. Clerk.		
Average Bank Clerk, salary per annum	$	865
Average P.O. Clerk, salary per annum		700

The statement I have prepared goes no higher than $1,300, but an accountant or manager would of course exceed that. In one bank there are over 1,000 employees, and 10 per cent of this number are accountants or managers.

In a bank one man handles the cash ; in the post office I might say all the employees handle articles of value, and in some branches as much money is handled in a day as many banks do.

SCHOOL TEACHERS.

It has often been said that school teachers are the worst paid class of people in the country, but a comparison with the post office clerk will not bear out that statement.

SCHOOL TEACHER.		P.O. CLERK.	
Year.	Amount.	Year.	Amount.
	$		$
1	640	1	400
2	680	2	450
3	720	3	500
4	760	4	550
5	800	5	600
6	840	6	650
7	880	7	700
8	920	8	750
9	960	9	800
10	1,000	10	850
	8,200		6,250

10 years school teacher gets	$ 8,200
10 years post office clerk gets	6,250
In favour of school teacher	$ 1,950

AVERAGE DURING 10 YEARS.

School teacher	$ 820
Post office clerk	625

School teacher receives $195 more per annum than post office clerk.

This is based on salary paid a second class teacher. On a first-class certificate difference would be greater.

The increase in teachers' salaries in the city of Ottawa since 1899 is 27 per cent.

CIVIC OFFICIALS.

Salaries to clerks in Ottawa during the past 5 years have risen 20 per cent.

In 1902 in presenting our case to Sir Wm. Mulock, I said we must remember that in addition to being Postmaster General, he was Minister of Labour. May I today take the liberty of drawing your attention to the fact that your responsibilities are even greater, for in addition to holding the positions referred to, you must also add a portion of the Department of Justice, and I hope in considering our claims you will remember your triple responsibilities.

In the banks a bonus is paid when business is prospering and the least the department can do is to follow their example and give the post office clerks a substantial increase, something that will enable them to do their work more cheerfully and showing them that the faithful discharge of their duties will no longer go unrewarded.

If I could only express to you in words what I have witnessed during the time I have been employed in the post office, of the hardships, trials and anxieties of many of the men on account of their small salaries, how they have struggled to make both ends meet, in many cases failing, and how little their grievances have been remedied, I am sure, sir, I could touch your heart, but I feel a 'better day is coming.' I feel that the Government have realized that something must be done, and done at once, for you must admit that to a great many it is getting serious—when a man is trying to do his best and finds he is getting behind financially it is serious. We have to ask, I will not say beg, for relief, and in this age, 'an age of sunny ways.' I am sure the Government will do what it can to better the position of those who are now underpaid.

May I thank you, sir, for the kindness you have shown us today and the willingness you have evinced before in listening to our demands, and I trust that the administration of this great department will add to your laurels and may our hearts today be filled with joy as we go out to send the news to our fellow clerks that the Postmaster General has acceded to our request and that he will 'render unto Cæsar the things that are Cæsar's.'

OTTAWA, June 21, 1907.

Mr. WILLIAM HENRY PENNOCK, of the City Post Office Service, called and sworn and examined.

By the Chairman:

Q. Mr. Pennock, you are a first-class clerk?—A. Yes, sir.

Q. In the City Post Office Service at Ottawa?—A. Yes, sir.

Q. There are only two first-class clerks, you and Mr. Mercer?—A. Yes.

Q. You were appointed on the 2nd of May, 1878?—A. Yes, sir.

Q. That is to say you have been 29 years in the service?—A. Yes, sir.

Q. You went in in the old days when it was an ordinary post office, did you not?—A. No, it was a Government post office when I went in.

Q. It was not very long after that I know. What did you go in at ?—A. I think I was appointed at $800.

Q. And after thirty years of arduous service all that you get now is?—A. $1,500, the maximum salary of a first-class clerk in the outside service.

By Mr. Fyshe:

Q. Is that the maximum?—A. Yes, that is the maximum.

By the Chairman:

Q. You came in in the good old days before there was a Civil Service Act or Civil Service examination or anything of that kind?—A. I think at that time in order to get promotion you had to pass an examination almost the same as the qualifying examination, when they brought in the first Civil Service Act.

Q. How many promotion examinations have you passed?—A. I cannot remember they are so numerous, and just now they are giving us an examination every year. I have to pass an annual examination to retain my rank.

By Mr. Fyshe:

Q. That will be on the duties of the office ?—A. Yes.

By the Chairman:

Q. You are Chief of the Money Order and Savings Branch?—A. Yes, of course we take in all the money in our office.

Q. Not for stamps?—A. For the stamp sales, and everything.

Q. What is the amount of cash you receive in the course of the year at the city post office?—A. The last year it amounted to $1,279,717.76.

Q. Divide that, how much for money orders, for instance?—A. Money orders issued, $229,551.42; savings bank deposits, $866,770; stamp sales, $115,978; postal notes sold, $67,418.31; and I have estimated the free matter as $60,000. Mr. Bates tells me that the free matter in our office is fully one half of the total, but I have not included that in the total.

Q. The free matter is the Government correspondence which would bring the total up very largely?—A. It would bring up the total revenue, but I have not included it in the total, of course.

Q. The postal notes are so much money?—A. Yes, the postal notes sales, they are so much cash taken in over the counter.

Q. I do not know exactly how the postal notes are payable—are they payable to bearer?—A. No, payable to the person named and not transferable.

Q. That is to say, if you buy a postal note payable say in Toronto——.A. Yes, payable to John Smith.

Q. To John Smith, Toronto, he simply signs his name?—A. He cannot endorse it to any one, but he can sign it.

By Mr. Fyshe:

Q. Is it more than an ordinary money order?—A. A money order can be endorsed.

Q. The banks redeem a great many of them?—A. Yes, they take both postal notes and money orders.

Q. They will not redeem a postal note?—A. They put their stamp on it and we take it.

Q. But holding them responsible?—A. Holding them responsible.

By the Chairman:

Q. A postal note is practically a note for a certain amount of money named on the face of it?—A. Yes.

Q. It is not a blank like a money order?—A. No.

Q. It has the amount printed on the face of it, now what amount of postal notes have you in your possession at one time?—A. Do you mean in dollars?

Q. Yes?—A. Well, our sales are about $250 a day and we keep a month's supply on hand as a rule.

Q. That is about $7,500?—A. Yes.

Q. That is practically all cash like bank notes?—A. Yes, we have to account for every one of them.

By Mr. Fyshe:

Q. They have to be filled in though. They are the same as bank notes practically, but what I want to know is how much cash you have on hand in these postal notes?—A. These postal notes are only given for the sums named on the face of them, for instance if a person wants to send a postal note for $5.09 he buys a $5 postal note and attaches to it postage stamps for the odd amount of nine cents.

By the Chairman:

Q. The $5 postal note is like a bank note for $5?—A. Yes, only payable to the person named.

Q. In whose custody are those postal notes, how are they kept?—A. They are kept in my custody.

Q. Are they kept in a vault?—A. Yes, sir.

Q. Is there any joint custodian with you?—A. No, I carry the keys.

Q. Supposing anything were to happen to you, that you were sick one day, what then?—A. I would have to send them the keys.

By Mr. Fyshe:

Q. Supposing there was anything wrong, supposing another man takes the keys, would he check over your accounts?—A. When I go away on my holidays, my assistant checks it over and satisfies himself he has got all that is in the books. Every month we have to balance the whole stock; the postmaster and assistant postmaster and myself have to make a check once a month of everything, stamps, notes, everything.

Q. But if you were sick for a day, would not the man who takes your keys have to go over the whole thing and check it?—A. No, it has not been the custom; of course he knows it is all there; if he was taking it up for any length of time it would be necessary. But if it is only for a short time he does not do so.

Q. From one month's end to another it is entirely under your control?—A. Yes.

By Mr. Bazin:

Q. And you will be responsible yourself?—A. I suppose that the postmaster is really responsible, but I would be held for it.

By the Chairman:

Q. That is the custom of the department?—A. I think the money order clerk in every city post office is the same.

Q. Are these postal notes numbered consecutively?—A. Yes, and we also have the check letters, that is they are numbered in series.

By Mr. Fyshe:

Q. You keep a check of everything that is issued?—A. Yes.

Q. And when they are paid they come back to you to be cancelled?—A. They come to us, and the banks send them in to us, we check them off and send them in to the department.

By the Chairman:

Q. A postal note payable in Toronto does not come back to you?—A. No, it goes back to the department through the city post office.

By Mr. Fyshe:

Q. How do you know then when to mark them off?

The CHAIRMAN.—He does not mark them off. He issues a postal note payable in Toronto, they cash it there and send it to the Post Office Department here; he sends a return to the Post Office Department of all postal notes issued by him.

Mr. FYSHE.—And they compare the two returns and mark them off?

The CHAIRMAN.—Yes, he has nothing to do with it except to issue the order; he has nothing to do with the payment.

By the Chairman:

Q. If a Toronto man sends a postal note payable here then you pay it and send it to the department, and the department checks it off with the return from Toronto, you have nothing to do with the adjusting of accounts between the different post offices?—A. No, but these figures I have given represent the amount of cash handled in our office.

Q. Yes, what I was coming down to was how much cash you put through your office in a year?—A. $1,279,000.

Q. And in postal notes you have $7,500 on the average in cash, these are in different denominations, printed on the face of them, and are kept in the vaults?—A. Yes.

Q. And you are the sole custodian, and once a month the postmaster and deputy postmaster here check it over with you?—A. That is right.

Q. And you render a daily statement to the department of the sales of postal notes, the issue of money orders, and the deposits in the savings bank?—A. Yes, and the post office inspector also inspects our office twice a year.

By Mr. Fyshe:

Q. How much value do you say you have on hand all the time?—A. $7,500 in postal notes on the average, we try to keep enough on hand to last a month.

Q. You can get them replaced just as you want them?—A. Yes.

Q. Who do you get them from?—A. From the accountant of the Post Office Department.

Q. He has them locked up in the vaults, I suppose; he gets them from the printer? —A. He gets them from the American Bank Note Company, who print them.

Q. They are very much like currency?—A. Very much, when they are once signed if a responsible person gets them he can hand them over as cash, provided they are presented by somebody we know, they are accepted.

Q. They are practically a crossed cheque?—A. They can be crossed, too.

Q. Yes, I know. They serve the same purpose as a crossed cheque.

By the Chairman:

Q. The difference between a money order and a postal note is that a postal note has its value printed on it and the money order is in blank, to be filled in for the desired amount? Well, the money orders are issued by the accountant of the department, like the postal notes?—A. Yes, in blank books.

Q. How many do they issue at a time?—A. Usually twenty books with 100 orders in each.

Q. When you send in your requisition to the superintendent of the Money Order Branch he sends you about 2,000 blank money orders in books like cheque books?—A. Yes.

Q. And as the public come in for Money Orders you fill them up?—A. Yes, sir.

Q. And you advise the Superintendent of the Money Order Branch of the daily issue?—A. Yes, and we send advice to the Post Office at which they are payable.

Q. That is right, and if a servant girl here buys a Money Order from you, payable in Montreal, you advise that office of the issue?—A. Yes, but with a Postal Note of course that has the amount on the face of it and there is no need of advice in that case.

Q. And what about stamp sales? You get stamps from what officer?—A. The superintendent of the Postage Stamp Branch. I might also mention about the Postal Notes, that we supply what are called non-accounting offices with Postal Notes from our office.

By Mr. Fyshe:

Q. What do you call a non-accounting office?—A. A place like Britannia Bay, where no account is sent to the Department.

By the Chairman:

Q. Do they issue these notes?—A. Yes, they issue the notes but they do not report; they issue the notes but have to send in the cash with their order.

By Mr. Fyshe:

Q. You supply them with blank forms?—A. Yes, when they send in their requisition with the cash we send them a blank form and envelope for the next time.

Q. Have you any more to say about Postal Notes?—A. No, except that the amount issued to the non-accounting offices is included in the total.

Q. As the amount is printed on the Postal Notes you have to send them a variety of values?—A. Yes, we send them a variety.

By Mr. Bazin:

Q. And they send you the cash?—A. Yes.

Q. What denominations are the Postal Notes?—20 cents, 25 cents, 30 cents, 40 cents, 50 cents, 60 cents, 70 cents, 80 cents, 90 cents, $1.00, $1.50, $2.00, $2.50, $3.00, $4.00, $5.00, and up to $10.00. You can pay all sums of money and can make up the odd amount by adding postage stamps.

By Mr. Fyshe.

Q. They are intended to provide for small transactions?—A. Yes, instead of sending cash through the mails, that is the intention, to avoid the risk of sending cash.

Q. As a rule do you not find that cash going through the mails is wonderfully safe?—A. Well, I think it is, but if it is lost, it is lost.

Q. But there is not as much chance of its being lost when registered?—A. No, there is not as much chance but there is often a dispute, a man says he only got $5.00 in a registered letter and the man at the other end says he sent $10.00.

By the Chairman:

Q. Gradually the practice of sending cash through the mails is dying away?—A. Yes.

Q. What is the commission on Postal Notes and Money Orders?—A. It is a little cheaper if you have to buy one Note only to send a Postal Note, but if you have to send more than one in order to make up the amount you want, it becomes higher than the Money Order.

Q. What is the commission on a Postal Note?—A. On a $10.00 note you would have to pay 5 cents and if you buy a Money Order for the same amount it is 6 cents. But if you were sending a large amount like $100 the commission would be 30 cents for the Money Order and you would have to send ten $10 Postal Notes and pay 5 cents for each.

By Mr. Fyshe :

Q. That is a little dearer than a bank draft ?—A. Yes, a little dearer..

By the Chairman :

Q. Does that rate apply to the Yukon now as well as to other places?—A. Yes, for orders payable in the Yukon, but when they issue orders they charge double commission.

Q. But practically your rate for money order business all over Canada is the same at the present day, the only exception being in the case of orders issued in the Yukon ?—A. Yes, on foreign orders the minimum rate is 5 cents, you can send up to $5 on that.

By Mr. Fyshe:

Q. Can you transfer money to England for that ?—A. Yes, up to $5 it is 5 cents.

By the Chairman :

Q. Do you now issue many money orders in favour of the relatives of Italians who have come out here?—A. Yes, a great many of them.

Q. Those Italian labourers in sending money to their families use the money order office a great deal ?—A. Yes, also the Austrian, we did not have so many Austrians until the last few years, now we have a great number of them, they all seem to be a very thrifty sort of people and send almost all their spare money home.

By Mr. Fyshe :

Q. Well, in sending money to England it will be payable in sterling of course ?—A. Yes, we issue it in our currency and it goes through the exchange office where they convert it into sterling.

Q. Do you collect here the exact rate of exchange ?—A. I collect the money, if a man wants to send $5 to anyone we take his money and give him an order, and the Exchange Office will put on it the amount in sterling before it goes over.

Q. How much will he get on the other side ?—A. The payee will get £1.0.7 in England for the $5.

By the Chairman :

Q. There is in the city post office the International Money Order Exchange ?—A. Yes.

Q. What is the man called who is in charge of it—Mr. Dupuis ?—A. I do not know the name of the man in charge now, the Exchange Office used to be in Montreal for this district ; it has recently been moved to Ottawa.

Q. Does he collect the exchange on the money orders ?—A. Yes, all the foreign orders go through his office.

Q. Is that office attached to the department or to the city post office ?—A. To the city post office.

Q. Is that for convenience ?—A. Yes.

Q. How long has that arrangement been in existence ?—A. 40 years, Mr. Bouret is the man who used to be in Montreal. He had been there as long as I have been in Ottawa.

Q. Now then we will come to the savings bank. A depositor comes in and puts $2 or $3 in and you notify the Savings Bank Branch at once ?—A. We send in the return every day.

Q. Then the savings bank branch of the department notifies the depositor immediately of the amount received ?—A. Yes.

Q. When a depositor, we will say it is a servant girl, leaves Ottawa and goes to Winnipeg and she wants to withdraw her money from here you can arrange, through the department, for the transfer to Winnipeg can you not ?—A. There is no transfer required, the pass book can be presented at any savings bank office, the only thing is that the application for withdrawal would in that case have to go to Ottawa.

Q. Where the account originated ?—A. Where the books are kept.

Q. Then, as I understand it, if this servant girl moves from Ottawa to Winnipeg she takes her book up there. You do not go through the formality of paying off the account here and reopening it at Winnipeg. If she wants to withdraw money after getting to Winnipeg, what happens then ?—A. She goes to the post office and fills up a form of application for her money.

By Mr. Fyshe:

Q. And shows her pass books ?—A. She need not do that, she is not supposed to do that although it is done in practice. That application is addressed to the Postmaster General at Ottawa, it comes down here through the mail, and they charge her account and send the cheque to the Postmaster at Winnipeg for the amount she asks for, and she gets her money.

Q. Supposing the pass book gets into the wrong hands ?—A. When she opens her account they have her declaration and they have her signature which she makes at that time; she states her occupation, whether married or single, and other particulars. If there is any doubt or suspicion when they compare the signature on the application for withdrawal with the original signature given when the account was opened, she is required to be specially identified before she can get the cheque at Winnipeg.

By the Chairman:

Q. Then the system is that when a depositor opens an account in the Post Office Savings Bank the signature is taken and the post office advises the department of the initial deposit, and also of all subsequent deposits, if made in the same place, and the department notifies the depositor that the amount has been received and credited to the account. Then if the depositor wishes to withdraw any money he gets a form at the post office, fills up the form and sends it to the Post Office Department and the department issues the cheque. No money passes through your hands in connection with the department except as deposits, or when you might cash these cheques ?—A. As a rule we cash these cheques.

By Mr. Fyshe:

Q. What do you do with the money you receive, how often do you send it to the Finance Department ?—A. We deposit to the credit of the Receiver General in the Bank of Montreal.

Q. Every day?—A. Yes, every day.

By the Chairman:

Q. The department gets the original and duplicate and the triplicate goes to the Finance Department daily, then about the stamps, when you want stamps you make a requisition on the chief clerk or the superintendent of the postal stamps branch, don't you?—A. Yes.

Q. What amount of stamps do you get from him at a time?—A. I suppose we usually get about $5,000 worth at a time.

Q. Those are divided into——.A. A half cent, ones, twos, fives, sevens, tens, twenties, and fifties.

By Mr. Fyshe:

Q. But mostly in ones and twos?—A. Yes.

Q. And does the American Bank Note Co. print all those too?—A. Yes.

By the Chairman:

Q. How often are the stamps verified?—A. We count them every day in our office.

By Mr. Fyshe:

Q. Every day?—A. Yes, that is we do not count the big stock in the office every day, but we always count the stock in use.

Q. You treat it as a banker would treat his daily cash?—A. Yes, we have a petty cash account and we take a thousand dollars out of our vault and we put it in the petty cash, and we balance that every day.

Q. The system is pretty thorough, I suppose?—A. It is very good, there has not been a dollar lost in the Ottawa post office in my time.

Q. That is very satisfactory.—A. Yes.

By the Chairman:

Q. What do you call your daily turnover in cash here?—A. You mean the amount you deposit?

Q. Yes, you deposit daily, and you say it is $1,250,000 during the year?—A. That is not all cash you know.

By Mr. Fyshe:

Q. What will it be?—A. I mean we cash savings bank cheques and pay money orders and postal notes out of that, but of course we deposit the cheques in the Bank of Montreal.

By the Chairman:

Q. Taking the bank cheques and everything else, what is the amount per day?—A. I suppose it runs from $5,000 to $6,000 per day.

Q. Then you have also got up comparisons with other cities, Toronto being $2,000,000?—A. Yes, I wanted to show the different places that went over $1,000,000; Montreal had $1,740,000, Winnipeg, $1,350,000, then Ottawa comes in, and then Vancouver with $776,000; Hamilton $584,000, and Victoria $283,000.

By Mr. Fyshe:

Q. These are all the big offices and you have given us the amount of the year's transactions in each place?—A. That is in point of volume of business. Leaving the latter three out would give those that went over $1,000,000.

By the Chairman:

Q. Although you have given the aggregate showing of each place you have mentioned, when you come to enter into details there is a great difference in the business transacted. Take Winnipeg, for instance, more than one half of the total amount is in money orders?—A. Yes.

Q. That is on account of the large number of immigrants that come in there, and the same thing happens in Vancouver, where out of $776,000 they have $576,000 in money orders, so that while they stand in the order named in the aggregate, it is different when you take the details?—A. Yes.

By Mr. Fyshe:

Q. This illustrates the benefit the bank system is to the Government, if it were not that you have the Bank of Montreal at all these places you would have to forward all this money and have special officers for the purpose?—A. I want to prove from this that while there has been an enormous increase in the business in these principal offices in Canada the salaries have remained the same since Confederation.

By the Chairman:

Q. To do this work of which you are the chief, you get a salary of $1,500 per annum?—A. Yes.

Q. The only possible promotion you could get here would be in the event of Mr. Bates dying and the appointment coming to you, that you could get $2,000?—A. Yes.

Q. He is next beyond you?—A. Yes.

Q. And that is the only possibility of an increase in your position?—A. At present.

Q. How long has this scale beeen $1,500 as the maximum for a first-class clerk?—A. It was made so at Confederation, when the Post Office Act was passed in 1867.

Q. Then for forty years the scale of a first-class clerk in the city post office has remained at $1,500?—A. Yes.

By Mr. Fyshe:

Q. Have you any idea how it was fixed?—A. By Act of Parliament, I suppose the Postmaster General brought in a Bill to regulate the salaries.

By the Chairman:

Q. At all events we are at the point that the maximum salary of a first-class clerk in the city post office is $1,500?—A. Yes.

By Mr. Fyshe:

Q. And that it was fixed forty years ago?—A. Yes.

By the Chairman:

Q. And the only possibility of going up in your case is if Mr. Bates happened to resign or give out, and he is a man of 67, it cannot be very long before he goes out, you may possibly succeed him?—A. Yes.

Q. But you cannot get the postmastership?—A. No.

Q. In no case can you get the postmastership or be moved out of Ottawa?—A. Oh, yes, it is not against the law.

Q. But it is against the custom?—A. Yes, some other post office would object.

Q. And some other local influence would object?—A. Yes.

Q. Once a boy goes into the city post office if he chooses to remain in the service and has not enterprise enough to get out, he climbs up to the limit——

Mr. FYSHE.—With painful effort.

By the Chairman:

Q. He climbs up to the limit of a first-class clerkship after thirty years' service or so, is not that the case?—A. That is the case.

Q. In the case of the city post office, the patronage lies with the members supporting the Government here?—A. Yes.

Q. And the same would apply to Kingston, the parties supporting the Government would have the patronage there. Therefore when a vacancy happened the other day in Kingston on the death of the postmaster, it is notorious that the postmaster was appointed on the nomination of the Patronage Committee. You could not have got that position?

Mr. FYSHE.—And there was a deputy there who could not get it either.

By the Chairman:

Q. Yes, and if anything happens to the postmaster here in Ottawa, or whenever it comes to his time for retirement, no man in the office can get that position. Now, coming to another thing, you of course being one of the older servants, are under the old system of superannuation?—A. Yes.

Q. If anything happened to you, your family would get nothing under the law?—A. No.

Q. A person appointed under the city post office now comes under the retirement fund?—A. Yes.

Q. He contributes towards that fund and 4 per cent is added to it?—A. Yes.

Q. Is there an unwillingness on the part of young men to enter the service in the city post offices?—A. Yes, I have prepared a statement here. They found they could not get persons to apply, young men to apply for clerkships, who had passed the qualifying examination, on account of the small pay in the outside service.

By Mr. Fyshe:

Q. The pay is $500?—A. No, $400.

Q. That is in the outside, this is the inside?—A. Yes, the maximum and minimum in all classes is less in the outside than the inside, the reason why I could never understand. In the inside service a man in my class can go to $1.900, and I could never understand why it should be.

Q. Nor anybody else?—A. The man who happens to get into the inside service can get $400 more in the same class in the inside, than I can get in the outside, and I maintain that the man outside has more responsibility.

Q. He can easily have that anyway?—A. Yes. We have been kicking for some time, and trying to get that altered. We waited on Sir Wilfrid Laurier a year ago and pointed this out to him; he said it was the first he had ever heard of it from anybody, but they have not yet corrected it. Sir Wilfrid said if there was a wrong he would have it righted that session or the next, but instead of that, it has been put off again, and I hope you Gentlemen will help us along. I said that young men would not enter the service at $400, good men that have pased the qualifying examination, and they appoint men at $1.25 a day to Grade A in the outside service and they do not ask them to pass the qualifying examination for entrance to the service. The result is they get a lower class of people.

Q. They get cheaper people?—A. A cheaper labouring class, and if they show any ability at all they advance them by these grades, A. B. C. D. and E.

Q. When was this alteration made?—A. I think it was two years ago.

By the Chairman:

Q. At all events to meet the inability, that is what we are trying to get at, of getting third class clerks on the old scale owing to the development of the country and all that, and the want of applicants to come in, this new system has been recently devised?—A. Yes.

Q. And they come in without examination or anything?—A. Without any qualifying examination at all, they are appointed to these grades.

By Mr. Fyshe:

Q. This a fine exhibition of Government?—A. They could get cheaper men, you understand that way, and if they show any ability at all they are promoted to clerkships on passing the preliminary examination in reading, writing, &c. It opens the back door to filling the outside with an inferior class of employees.

By Mr. Bazin:

Q. And for that privilege they lower pay?—A. After they get into clerkships they get the same pay as men appointed under the old regulations.

By the Chairman:

Q. Mr. Allen told us that in his case the result of the change is that an experienced clerk, like you for instance, in addition to the ordinary work which you have for years had to do, you now have to do the work of these lower grade men who are sent in nominally to help you?—A. Yes, if they are not able to do it.

By Mr. Fyshe:

Q. Do you find that this degradation, as we may call it, of the service, has made it more difficult for competent men in the department inasmuch as the inferior class of men being unable to do their work, it makes more for the competent men to do?—A. Yes, that is so.

Q. The work of all the incompetents?—A. Yes.

By the Chairman:

Q. What are your office hours?—A. From 8 a.m. to six in the evening. That is another thing that we have to thank the law for. We have to open at 8 o'clock in the morning. Of course I believe in the principle of asking the public to do business within reasonable office hours; but once you open the office at 8 o'clock in the morning to please somebody who wants it opened at that time for his particular convenience, you might as well keep it open all night, because there are people who would come there late at night as well as early in the morning. At the time that order was given I felt badly about it, because I had to take week about with my assistant in coming down at 8 o'clock in the morning, which in the winter time is very disagreeable.

By Mr. Fyshe:

Q. And you work until six at night?—A. No, I do not work until six every night, because we balance our cash as soon as the rush of business is over, and we take turn about in going off at five. The business practically stops at five, and although we take everything up to six o'clock, we balance up the account every day as soon as the rush is over, and one of us goes home.

Q. You lock up the money?—A. Yes.

Q. When did this eight o'clock business begin?—A. Two years ago.

Q. What were your hours before that?—A. From nine until four.

Q. Do you think that a reasonable time was allowed the public to do business under the old hours. How many people as a rule come in daily between eight and nine?—A. There may be two or three, but of course when the office is open it will get so that it will increase, the custom will grow, so that a man knowing that the post office is open at eight o'clock will drop in at that time on his road to the market instead of coming in later, as he used to. It is the same with the late hours. If you leave the office open late people will get in the habit of coming late.

The CHAIRMAN.—Whatever wisdom there was in establishing this new system, now that it is in operation it is most unlikely to be abolished.

By Mr. Fyshe:

Q. Of course that may be the tendency, but it seems to me there would be no difficulty whatever in your establishing pretty much the same hours as the bank?—A. There would be no difficulty, and on Saturday we have to stay until six o'clock too.

By the Chairman:

Q. Do you work in your office on Sunday?—A. No.

Q. What are your holidays?—A. Three weeks.

Q. Do you take them?—A. Yes.

Q. Can you take them all together?—A. Usually I do take them all together.

Q. Who takes your place when you are away?—A. Mr. Bell, a very good man, does it.

Q. He is a senior third-class clerk?—A. Yes.

Q. Have you anything to do with the letter carriers in your department?—A. No, sir.

Q. Mr. Pennock, you have given us very good information; you will have a copy of this evidence to revise, and if you like to add anything we will be very glad to receive it?—A. I would like to mention the case of the young lady clerks.

Q. You have only a few there?—A. I have two, and another injustice that I want to point out as between the inside and the outside service is that these young lady clerks do responsible work in my office and they cannot go higher than $800 in the outside service, whereas if they were in the inside service they could go to $1,100. They feel very badly that because they work in the outside service they should be stopped at $800.

Q. The third-class clerks in the inside service can only get $700, and in comparison nine-tenths of the lady clerks are in third-class clerkships?—A. Yes, that is quite true, but some of them have gone into the class beyond. Of course the ones I have are old employees.

Q. Mr. Allen, who was here yesterday, said that as a rule women could do very little, they could not do the ordinary work for a city post office?—A. That may be true as regards handling mail bags, but in my branch, the Money Order Branch, they are very useful.

Q. But as a rule in a city post office the work is stamping and handling mail bags, &c., and they could not do it, and of course they are mere incidents in the city post office?—A. Well, that may be so.

By Mr. Fyshe:

Q. Have you some ideas? Wouldn't you like to put in writing some suggestions for the improvement of the department?—A. Yes, I would.

By the Chairman:

Q. I have already told you that when you have your evidence handed to you for revision whatever suggestions or additions you have to make we will be glad to receive them?—A. I would like to recommend that they abolish the mode of entrance to the outside service without the qualifying examination.

By Mr. Fyshe:

Q. Of course you have had long experience, and I would like to get your opinion of that?—A. They will never elevate the service by that means, if you insist upon a high standard of entrance, with corresponding pay, you can get good men into it, and then you will elevate the service.

Q. And give them a chance of promotion?—A. Yes.

Supplementary evidence of Mr. W. H. PENNOCK.

Regarding the classification of clerks and increase of salary the following scale is recommended:—

4th Class..	Appointed at	$600	with a yearly	increase of	$50 to $800
3rd Class..	"	$800	"	"	$50 to $1,100
2nd Class.	"	$1,100	"	"	$50 to $1,500
1st Class..	"	$1,500	"	"	$50 to $1,900

To meet present conditions an immediate increase of ten per cent to salaries should be allowed.

The department has laid down the following rules in regard to leave of absence to newly appointed employees:—

(1) No employee can obtain statutory leave of absence, or any portion thereof, until he has served full six months from the date of his probationary appointment.

(2) After six months of permanent employment an employee may obtain one week's leave as a portion of the statutory three weeks' leave of absence.

(3) After one year of permanent employment an employee may, if he has already had one week's leave, be granted the remaining two weeks of the statutory leave of absence, or the full three weeks if he has not had any previous leave; and no further leave can be granted until the expiration of the second year of permanent employment when three weeks' leave may be granted either at one time, or in such portion as may best suit the exigencies of the service.

Thus with the exception of one week's leave granted, or which may be granted, at the conclusion of six months' service, the statutory leave accruing from the first year of service will fall within the second year of service, and the leave accruing from the second year of service will fall within the third year of service, and so on.'

It is recommended that the annual leave to newly appointed employees be granted as follows:—

'That the portion of annual leave due the employee in the calendar year in which he is appointed be granted within that year, and that the full annual leave for the second year be granted within that year, and so on; thus, for the portion of the first year, if the clerk is appointed during the first quarter he should receive seventy-five per cent of the annual leave; if appointed during the second quarter he should receive fifty per cent, and if appointed during the third quarter he should receive twenty-five per cent.'

At present when an employee is absent through illness his salary is withheld for the time of his absence until permission to pay him is obtained from the department.

In case of such absence, when a medical certificate is furnished, and the Postmaster is satisfied that the employee is unable to perform his official duties and recommends in his report to the department that the employee should be paid his salary during the time of his absence, it is respectfully requested that the salary should not be withheld but paid to the employee at the regular time of paying salaries.

POST OFFICE, OTTAWA, June 6, 1907.

The Civil Service Commission,
Ottawa.

GENTLEMEN,—I beg to bring to your attention the pay of first-class clerks, outside service, in charge of money order and savings bank business, in city post offices. The maximum salary is $1,500, the same as at confederation, notwithstanding the work has increased to such an extent that in the principal cities the receipts are now over a million dollars a year each. I beg to submit that the maximum should be increased

to $1,900, the same as in the inside service, for first-class clerks, and a chief c
should be made, for the clerk in charge of the money order and savings bank b
in cities where the receipts are over a million dollars a year.

I am, gentlemen,

Your obedient servant,

W. H. PENNOCK,

M.O. Clerk, Ottawa I

	Toronto.	Montreal.	Wi
	$ cts.	$ cts.	
Money orders issued	418,838 95	576,337 41	7
Savings Bank Dept.	355,670 00	458,919 00	1
Stamp sales	1,194,382 16	646,009 11	3
Postal notes sold	107,768 80	59,843 32	1
	2,076,659 91	1,741,108 84	1,3

	Ottawa.	Vancouver.	Ha
	$ cts.	$ cts.	
Money orders issued	229,551 42	587,197 86	2
Savings Bank Dept.	866,770 00	81,628 00	2
Stamp sales	115,978 03	107,480 06	1
Postal notes sold	67,418 31		
	1,279,717 76	776,305 92	5
Free matter	60,000 00		

	Victori
Money orders issued	$ 205,77
Savings Bank Dept.	16,65
Stamp sales	60,84
	$ 283,27

OTTAWA, June 21, 1

Mr. A. M. DUPUIS, of the International Money Order Exchange Office sworn and examined:—

By the Chairman :

Q. Where are you stationed?—A. At Ottawa.

Q. In the Post Office Department or in the city post office?—A. In th national Money Order Exchange Office, in the city post office.

Q. Where is your office?—A. Right at the post office building.

Q. Your duty, as I understand it, is that you get the returns of the mone payable out of Canada, and arrange the exchange, is that what you do?—arrange the exchange for all money orders payable out of Canada. Our Inte Money Order Exchange Office is the only one sending foreign money orders fo foreign money order business.

Q. Mr. Pennock, who has recently left, is the first-class clerk in the city post office who has charge of the money order branch. He issues the money orders payable in Italy, what have you to do with that?—A. We have nothing to do with the local money order branch, but all the foreign money orders are transmitted to us for computation into foreign currency except those sent direct.

Q. Well, you are called the International Money Order Exchange; it is a big title, and I want to know what your duties are?—A. All the money orders that come from the different post offices, whether in the country or from the cities, we make a conversion of those money orders into the currency of the country in which they are payable and send them to France or whatever country they are drawn upon.

Q. Who are you accountable to, who is your chief officer?—Mr. Lariviere.

Q. Where is he stationed?—A. He is stationed with us in the International Money Order Exchange Office.

Q. But where is it. I cannot find your name in the post office list?—A. It was formerly in Montreal; the office was transferred up here only last fall.

By Mr. Bazin :

Q. Were you transferred from Montreal to Ottawa?—A. Yes.

By the Chairman :

Q. How many officers were transferred from Montreal to Ottawa?—A. Six clerks.

Q. There were six of you came from Montreal to Ottawa?—A. Yes.

Q. And as far as I can make out, your duty is to make out the computation of the exchange on the money orders issued in Canada and payable out of Canada or of the money orders issued out of Canada and payable in Canada? That is to say, if a man from Germany comes in and deposits a sufficient number of marks and buys a money order in Ottawa and pays for it here, in dollars, you adjust the exchange on it?—A. We just make the exchange on the money order.

Q. You make the computation of that?—A Yes.

By Mr. Fyshe :

Q. Do you transfer the foreign coin?

The CHAIRMAN.—No, he is simply a computer.

By Mr. Bazin :

Q. Supposing the order is for a number of marks, for instance ten marks, you have to convert it into our currency?—A. We have to compute the exchange, and each clerk is held personally responsible as to the correctness of his computations.

Witness retired.

'INTERNATIONAL MONEY ORDER EXCHANGE.'

To the Commissioners, the Royal Commission, Civil Service of Canada:

We, the undersigned, employees of the Post Office Department and clerks in the 'International Money Order Exchange Office,' respectfully submit:

1st. That, as fourth-class clerks (clerks in city post offices), we are appointed at the salary of four hundred dollars per annum;

2nd. That we strongly recommend that the minimum salary of this class be increased to six hundred dollars, and the maximum salary to eight hundred dollars per annum; or that we should receive a third-class appointment;

3rd. That, on account of the responsibility incurred through the special character of the work connected with our branch, we should be remunerated on the same basis as the clerks of banking institutions;

SESSIONAL PAPER No. 29a

4th. That an average of about forty thousand dollars is daily converted into foreign monetary denominations and each clerk is held personally responsible as to the correctness of his computations;

5th. That we are entitled to an annual increase of fifty dollars, which, in some instances, has not been granted;

6th. That our office hours are from 9 a.m. to 5 p.m., and, occasionally, we are obliged to perform night work without any additional remuneration;

7th. That, for the above reasons and the actual conditions and increasing necessities of life, we sincerely hope that it will be in the power of the Commission to endorse the just demands of a most deserving class of public servants.

All of which is respectfully submitted,

Signed:—
M. D. McCLOSKEY,
JAS. YUILL,
P. J. VAUGHAN,
O. SAUVE,
L. BARNWELL,
M. ROY MURRAY,

Signed:—
S. A. JAMIESON,
W. W. HEATHER,
A. DUBOULAY.
LAWRENCE LANE,
A. M. DUPUIS.

OTTAWA, Can., May 31, 1907.

OTTAWA, June 21, 1907.

Mr. WALTER ROWAN, Chief Clerk and Superintendent of Money Order Branch, called, sworn and examined:—

By the Chairman:

Q. We got this letter from Mr. Dupuis?—A. Is that an application for the inside service?

Q. No, it is the International Money Order Exchange, perhaps you had better read the letter. (Document handed to witness).

(Dupuis' petition).

Q. You are Superintendent of the Money Order Branch of the Post Office Department?—A. Yes, sir.

Q. How long have you been in the service?—A. 33 years, since 1874.

Q. You are now drawing $2,150, I suppose?—A. $2,150, it will be $2,200 next October, I think.

Q. The money order business has quadrupled within the last few years, has it not?—A. It has trebled, I think.

Q. What is the International Money Order Exchange, what is that?—A. The advices of money orders issued throughout the country on Germany, Austria, Italy, Hungary, &c., are sent to the International Money Order Exchange at Ottawa to be converted into the money of the country in which they are payable.

Q. As, for instance, if a money order is issued here in favour of some Italian immigrant's family, payable in Genoa, or somewhere else, the conversion is made from dollars into lire, or Italian currency?—A. If it is for Italy we convert it into francs. After being converted into the moneys of the country they are listed in lists which give the whole particulars, the number of the order, the place of issue, the name of the payee and the residence of the payee, and the name of the remitter, but not the place of payment, that is left for the Italian Department to select. We give the full address of the person to whom it is payable and they make it payable at the office that is most convenient.

Q. That is the aggregate of the money orders on Italy, not the individual money orders?—A. Each individual money order is listed in that way. They issue a new order from this list. The original order issued in Canada, the Canadian order, is of no value over there, it does not go to the country at all.

By Mr. Fyshe:

Q. There is a new order issued?—A. Yes, at the internationel money order exchange office in Italy or Germany, or whatever country it is.

Q. And the amount payable is expressed on that order in the currency of that country?—A. Yes, not on the order when it is issued here.

Q. Who checks the calculation when it is made here?—A. The calculation is made by one man, and then when it is listed an addition of the list is made in the money of both countries.

Q. It would not be all one currency, it would not be all in francs?—A. Well, we had better start in at the beginning and make up the list at Ottawa for Germany, say. There are two columns for money, one is for dollars and cents and the other is for marks and pfennings. These two columns are added up and the total is converted at the table rate.

Q. And they agree when correct?—A. Yes; to prove that the individual calculations have been correctly made.

Q. And that is all the check you have?—A. No, another clerk goes over the figures and makes the addition and checks it.

Q. Does that clerk make the individual calculations or does he just cast up the aggregate and compare it with the figures?—A. Yes, that is all he does. They call it off to see that it is properly entered and to see that there is no error. We have never had one in that account.

Q. But that does not provide against a cross error amounting to the same thing?—A. No.

By the Chairman:

Q. When was this international money order exchange invented?—A. In 1883 we started it in Canada.

Q. In 1883?—A. Yes.

Q. Did you have men then at other places to make up these calculations?—A. No, it was at Montreal; we started it at Montreal.

Q. In 1883 the foreign orders went to Montreal and were made up in that office?—A. Yes.

Q. From all over Canada?—A. Yes.

Q. Now then, the officials in that office were brought here to Ottawa. When were they brought here?—A. In November last.

Q. And the complaint is now that they being transplanted from Montreal, where they had settled down and where they were drawing certain pay, were brought up as strangers in a strange land at the same rate of pay?—A. Well, the whole staff was brought from Montreal in order to start the business here.

By Mr. Fyshe:

Q. What superior advantages had you for doing this in Ottawa?—A. On account of the Christmas rush the Montreal office was always overcrowded, and it was getting so unwieldy that it was almost impossible to handle it there. It would get two or three days behind before I would know anything about it, whereas when it is located here I can watch it every day, and can take the clerks from the Money Order branch at the head office and put them into the exchange office in order to pull it through. I have had to put four men there from my own office every day this week in order to pull it through.

By the Chairman:

Q. In 1883, when this money order transfer was beginning to take place men were selected in Montreal to make this computation?—A. Yes.

Q. And finding that the development of the business was getting very great, you have now, in order to have them close to you at headquarters, transferred this branch to Ottawa?—A. Yes.

Q. You have brought them up to Ottawa?—A. Yes.

Q. Partly in order to get them under your own eye, and partly so that if a rush of work comes on in order that the work should be done promptly you can supplement the staff with men out of your own office and have the work brought up to the hilt?—A. Just so.

Q. That is the whole thing?—A. Yes.

Q. Who invented the title 'International Money Order Exchange'?—A. I do not know. It is a term used in the United States and we used it. I do not know, I am sure, whether the British office use it. I do not think they do.

Q. They are not likely to do so?—A. I think in Britain the whole thing is done in the comptroller's office in London; all the foreign work is done there.

Q. Then this grandiloquent term 'The International Money Order Exchange' is borrowed from the United States?—A. I think we got that term when we established the exchange offices with the United States about 1878. We had a number of them scattered over the land; there were exchange offices on the Canadian and the American side. The term I think came to us then under the convention with the United States.

Q. Does it not give a rather undue importance to what simply amounts to the clerical work of computation?—A. Do you mean the title is too grand for it?

Q. Yes.—A. Well, there is a great deal of responsibility attached to it.

Q. It is a matter of clerical work in making the computation?—A. Yes.

Q. It is nothing else but that?—A. Yes, but there is always this trouble that a clerk will make an error, people are not perfect.

Q. Yes, you make a deposit for the wrong person; you may say it is 'James Smith' instead of 'John Smith'; humanity will always err?—A. Then these foreigners write very bad hands. The formation of their letters is very different from our own, and it is very difficult to decipher them; it has happened with us, not frequently, but only once that I know of, that the slip accompanying the advice with all the information concerning the payee has been detached from the one it belongs to and attached to the next one, and by that means the clerk made the order payable to the wrong person.

By Mr. Fyshe:

Q. Have you many cases of that kind?—A. Only one case that I know of.

Q. And you have had millions of money orders?—A. Yes, I only mention this to show it is possible and that the clerks in the International Money Order Exchange have a certain amount of responsibility in that way.

By the Chairman:

Q. How many of them are responsible in that way?—A. Everyone working on the foreign list.

Q. Are they all doing that same work, these seventeen men?—A. I try to change them around so that they will all know how to do all the work.

Q. Have you got them divided into senior and junior, among these seventeen men is there one man answerable to you?—A. Yes, he was a second-class clerk and was brought here and made a first-class clerk.

Q. That is Mr. Lariviere?—A. Yes.

Q. And these other people besides Mr. Lariviere, who are in this business, are fourth-class clerks?—A. Mr. Murphy was brought from Montreal; he has been promoted.

Q. Mr. Murphy's name is not here?—A. All the others, Mr. Florence——

Q. I will read you the names of those men who signed?—(Reads list).—A. They are all new men.

By Mr. Fyshe:

Q. When a man applies for a money order payable in Germany, say, down in Montreal, he goes to the regular Money Order Office?—A. Yes.

Q. And he states what he wants; does he get a money order at once?—A. He gets a receipt for his money.

Q. And it has to be forwarded to Ottawa?—A. Yes, the particulars.

Q. I mean the application?—A. Yes, all the particulars.

Q. And is the money order written here?—A. No, the advice containing the particulars of that order and of every other order issued in Canada is retained here.

Q. Where is the money order written that is given to the customer?—A. It is written right there in the post office at the time.

Q. Is not the computation made there?—A. No.

Q. The money is not collected there?—A. The money is collected there, yes; the computation is made there to a certain extent. If you said you wanted to remit so many marks they would have to look up their table to see how many dollars they would have to remit to make up that amount.

Q. Does not that settle it?—A. No, we could not trust that all over the country.

Q. When a man comes in to buy a money order on Germany you give him a receipt?—A. Yes.

Q. The man holds the receipt; that is his voucher?—A. Yes.

Q. The advice of that and of every foreign money order is sent up to Ottawa?—A. Yes.

By the Chairman:

Q. They make up a list, and that list is sent to Rome, Berlin, or wherever it is, and the authorities at Rome or Berlin make the money order payable in the district where the payee resides? Is that it?—A. Yes.

Q. The man who asks for the money order gets a receipt?—A. Yes.

By Mr. Fyshe:

Q. He does not get in fact what he wants, an order for a stipulated amount anywhere?—A. He gets just what he wants.

Q. No, he does not, he wants a draft payable in a certain place?—A. He gets a receipt for his money and this receipt says it is payable there.

Q. He has a receipt in dollars and cents, not an order for foreign money?—A. No, but we have it changed into foreign currency.

Q. Then in the course of carrying this out there is ample opening for mistakes in transcribing the writing. These men write what they want and some of them are very bad writers, and these men in the Money Exchange Office copy that from this very bad writing, and make the computation?—A. Yes, but we get over that by sending the handwriting of the individual who bought the order, the original accompanies our list.

Q. That is a terribly cumbersome method?—A. No.

By the Chairman:

Q. The Post Office Department in Canada has made an arrangement with these foreign countries, with the Italian and other postal departments, and it is these foreign departments wish these arrangements to be made, it has nothing to do with you? —A. We have to abide by the convention and to make the best convention we can. We enter into a convention with each country, which is signed by the Postmaster

General here and the Director General of Posts, or whatever his title is, in the different countries.

Q. You simply receive the money and show the application for the order and the amount of money you receive, and you transfer that to the other side, and that settles it?—A. Certainly they pay it.

Q. We will put it in another way: every three years all the nations of the world meet together in postal conference. Dr. Coulter went to Rome the other day; there was a triennial meeting, they gather at Berlin, Rome or whatever it is, and they form a convention and bring all postal matters up to date; they arrange about international despatch of money orders and all that sort of thing, and this is the system that Germany, Italy and other countries have laid down at that convention.

By Mr. Fyshe:

Q. It has been decided in that conference?—A. Yes, they are all parties to it, but we make in some cases a better agreement with individual countries than the general agreement, and then we have a specific agreement covering that particular country.

By the Chairman:

Q. Sometimes this general convention is modified by two countries coming to a special agreement?—A. Yes, like the United States and Canada, which two countries have a special postal arrangement.

Q. The United States and Canada met together and agreed on a separate postal arrangement outside the convention, but as a rule this convention guides the postal business of the world?—A. Yes, just so.

By Mr. Fyshe:

Q. Respecting the work of settling with the foreign countries for what you owe them, how is that arranged?—A. We deduct our credit from theirs, and then the balance is paid. If we owe 10,000 marks we, through the High Commissioner for Canada in London, England, buy a draft for the amount and forward it to the German postal department.

Q. And if they owe you so many dollars?—A. They never owe us.

By the Chairman:

Q. They never owe us now, it is all on one side; since this great rush of immigration we have more money here in Canada than they have in Germany?—A. It is exceedingly heavy also to Austria and Italy.

Q. Now, to come to these people who have sent in this memorial, it is the gradual outcome of the development of the international money order system, and all these people who have signed this memorial are new people?—A. They are new people, yes.

Q. Mr. Dupuis, who came here, said he was only seven and a half months in the service?—A. He was in Montreal before coming here, so was Mr. Sauve and Mr. Duboulay.

Q. All these people are what you call 'new'?—A. Yes, all the others came in since we brought the exchange office here in November.

Q. Without taking into account the question whether $400 is enough or not, they have only been in the service since November, and they knew what they were coming to when they entered the service?—A. Certainly.

By Mr. Fyshe:

Q. Still it is not a high order of work?—A. Still, I think $600 is only a fair wage.

By the Chairman :

Q. Without taking that into account, they knew when they were appointed l November what they were coming to, there was no deception or anything of tl kind ?—A. No, sir.

Mr. BAZIN.—Except that Mr. Dupuis said he didn't know he was to be transfer to Ottawa.

By the Chairman :

Q. Were each of these men notified that the staff was coming to Ottawa ?— Each man in Montreal was given a chance to elect whether he would remain in Mo real or be transferred to Ottawa and they elected to come here. There were l Dupuis, Mr. Sauve, Mr. Duboulay, Mr. Murphy, Mr. Florence and Mr. Larivi these were all brought from Montreal. Of course in addition we brought up trai men that we had in Montreal to assist in the work, until we got it established here that we could run the office without them, but the other men who signed the memo have been added since.

By Mr. Fyshe :

Q. Do you think that a young man can dress himself respectably and live l a respectable member of society, and keep himself on $400 a year ?—A. I do not th it is enough, sir.

By the Chairman :

Q. That is another question. You think, as a matter of fact that the minim pay might be raised from $400 to $600 ?—A. I think so—I think it would only right that $600 should be the minimum.

Q. But it is a matter of fact that these young men knew when appointed w they were coming to, and they made their election to come to Ottawa ?—A. Yes, t were notified, and all of the men that were brought from outside knew that they wo only get $400, that is all we can pay them.

Q. And they made their election ?—A. Yes.

By Mr. Fyshe :

Q. And they would not have had any more down there, they would have been j as badly off down there ?—A. Yes.

Q. And apart from the question of their transfer there is the other quest whether in any case the amount is enough ?—A. Yes.

By the Chairman. :

Q. Can women be employed in this work ?—A. We have had two women emplo here.

Q. Are they a success ?—A. They can do good work but the hours are too long

Q. What are the hours ?—A. They come on at 9 o'clock in the morning and w until they get through, that may be six or seven o'clock.

By Mr. Fyshe :

Q. The work cannot be so very heavy ?—A. Oh, yes, it is very heavy. You n judge of that when I tell you that I had over fifty men there from November until first of January.

Q. Fifty men employed in the International Money Order Exchange Dep ment ?—A. Yes, and I shall require sixty this year.

Q. The work simply consists of taking this exchange book and converting money into foreign currency, I should think a man would do an infinite amount that kind of work in a day ?—A. They do a fair day's work ? I haven't the figu

with me, but I can tell you the experience of the New York Exchange office and can give you the actual figures of what they require a man to do in a day there.

Mr. FYSHE.—We ought to go and have a look at that office.

By the Chairman :

Q. Where is your office?—A. On the fourth floor in the post office.

Q. You have to put them there because you haven't room in the department?—A. Yes.

Q. They are not on the city post office staff?—A. They are under me, but they are on the Ottawa city post office pay-list.

Q. Why should they be there, they are not on the local service in Ottawa?—A. Well, they were on the Montreal local pay-list and they were transferred to the Ottawa local pay-list.

Q. Because they were on the local pay-list in Montreal, the office having been established there when it was the chief foreign office, you perpetuated the practice by putting them on the Ottawa local pay-list; why shouldn't they be attached to the department?—A. I do not want them on the inside service for many reasons, but it is advisable to have them at Ottawa in order that the work of the branch may be carried on promptly and that I may, when required, take on men to fill in these positions.

Q. Coming to another phase of the question, there are 17 permanent men in this International Money Order Exchange business?—A. Yes.

Q. You say you had fifty there about Christmas?—A. Yes.

Q. Where did you get the others?—A. We took any person who could write a decent hand and add up figures.

By Mr. Bazin :

Q. From your own department, of course?—A. No, we took them from outside.

By the Chairman:

Q. They were all taken on recommendation; they all belonged to the proper school of faith?—A. We can only get them in one way, through the regular routine.

By Mr. Fyshe:

Q. Who recommends them?—A. Whoever has the right to do that.

Q. The local member?—A. Yes, the politicians.

By the Chairman:

Q. These people have no connection whatever *per se* with the city post office, but by being tied up to the city post office, vacancies in their ranks would be filled on the recommendation of the political party in Ottawa?—A. Oh, yes, the same as any other party.

By Mr. Fyshe:

Q. Are these people examined as to their qualification for these positions?—A. Certainly for the permanent positions, but not for the temporary positions.

By the Chairman:

Q. These seventeen people have nothing to do with the Ottawa City Post Office any more than with the Montreal or Victoria Post Offices, but being tied up to the Ottawa City Post Office when the vacancies occur in their ranks, those vacancies would be filled up on the recommendation of persons supporting the Government here in Ottawa?—A. Oh, not at all, it is not a local patronage.

Q. But they belong to the city post office?—A. No, the filling of these positions in this exchange is done from the whole country.

Q. That is what I wanted to ascertain?—A. I thought you were speaking entirely of the extra help; when we are in need of that we have to get men from right around here.

Q. When you raised the staff from 17 to 50 at the time of the rush of business, did you discharge those extra men after the pressure was over?—A. Yes.

Q. How long did they stay?—A. I think the longest was six weeks, up to the first of the year, first of January.

Q. That is to say that a lot of Europeans were sending money to their friends, and there was such a rush about Christmas time and New Year that you had to get the International Money Order Exchange Office augmented, and that when that rush was over the extra officers were dispensed with?—A. Yes, it is the same thing in New York, they had fifty extra hands on at Christmas and they let them go as the work slackened down, so many at a time.

By Mr. Fyshe:

Q. What amount of education have these men, do you take any steps to test them? —A. Which do you mean?

Q. These $400 men in the International Money Order Exchange?—A. Certainly, they pass the examination required by law before the Civil Service Examiners.

By the Chairman:

Q. Preliminary or Qualifying?—A. They would have to pass the Qualifying, the Preliminary does not qualify for anything.

Q. This must be a work that is increasing in volume?—A. Yes, very rapidly.

Q. Can you find men to come in at $400?—A. Those men came in at that, but of course I suppose with the expectation of improving their positions within a very short time.

By Mr. Fyshe:

Q. How long do you expect them to be working for $400 before raising them?— A. The present law only allows an annual increase of $50.

Q. Do you think that is a proper way of advancing the salary?—A. By an annual increase?

Q. By having it fixed by law?—A. I do not see how we can do it any other way in the Government service.

Q. Is not the judgment of the superior officer of any account?—A. Yes, provided you could get it to work in the right lines it would be.

Q. To invoke a law of that kind is of course simply to abandon any attempt at the exercise of judgment. It means to abandon any attempt at regulation by the good judgment of the superior officer. The law is blind, that is a blind law applied to circumstances that require something more than blindness?—A. You mean with regard to the annual increase?

Q. Yes?—A. Of course, a promotion is supposed to take in the judgment of the superior officer who makes a report on the qualification of the man.

Q. You cannot deal with live men by dead acts, that is the ground I take about it; it seems absurd to do a thing like that mechanically?—A. You mean that the increase should not be automatic?

Q. No, because the work is not automatic, a man's capacity is not automatic. One man is worth five times as much as another?—A. Yes, that is true enough.

Q. Then the poor ones you do not want at all——

The CHAIRMAN.—And the good ones won't stay.

A. But I do not believe that a young man should start off at too high a salary. If

he starts off at $600, with an opportunity of going to $800, I think it will be satisfactory.

Q. Yes, I quite agree with you that some mistakes are made by the regulations of the service. I think some of them get too much as beginners?—A. $400 is not too much.

Q. Certainly not, it is too little?—A. $600 would be a fair start, probably.

Q. Are these men in the Money Order Exchange regarded as esteemed foreigners, or what?—A. They are regarded as part of the post office staff.

Q. As foreigners ?—A. No, not foreigners, but as part of the city post office staff.

Q. They have to do that foreign work, that is all?—A. That is all.

Witness retired.

WEDNESDAY, September 4, 1907.

The Commission resumed at 10.30 a.m., present, Mr. J. M. Courtney, C.M.G., Chairman, Mr. Fyshe and Mr. Bazin.

Mr. AMABLE EMERY SPENARD, Letter Carrier of the Ottawa City Post Office staff, called and sworn, and examined.

By Mr. Courtney :

Q. Have you a memorial that you desire to submit to the Commission ?—A. I am sorry to say, Mr. Chairman, that it is not in as nice shape as I would like to have it for presentation to the Commission. However, I will read it, if you so desire, and would respectfully beg that if possible I may be permitted to take it back and strike off copies for the board.

Q. I daresay that would be all right, is it a very long document ?—A. No, it is only a few pages.

(Memorial of the letter carriers of the Ottawa post office read.)

Q. Well, that is a very good memorial. The pay of the letter carriers begins at $1.25, does it not ?—A. There are two classes of salaries attached to the letter carriers branch. There is what we call the old bill, which applies to those who come under the Civil Service Act, with a minimum of $360 per annum up to a maximum of $600, with a yearly increase of $30; the latest law is $1.25 per day for the probationary period of three months, and on appointment as a permanent employee the carrier is paid $1.50 per day for two years.

By Mr. Fyshe :

Q. That is for the next two years ?—A. Yes.

Q. Then he gets $1.75 per day ?—A. Yes, for another two years and $2 is the maximum.

By the Chairman :

Q. I thought it was $2.25?—A. Excuse me, with the exception of a special class which on recommendation for efficiency and good conduct, men are recommended for $2.25, but according to what I know of the Act $2 is the maximum pay.

By Mr. Fyshe :

Q. Is that because you only get paid for the days you work ?—A. That is all.

Q. You do not get paid for Sundays ?—A. No, sir, never.

Q. You do not do any work on Sundays?—A. We do work on Sundays; we have a staff of men working on every Sunday in this post office. I think it requires five men to do the work on Sundays and we all do that work, taking turns about. But although those carriers who are under the old bill are not paid for Sunday work, those who are working on the per diem allowance under the new bill are paid for every day they work.

By the Chairman:

Q. But practically with regard to the old bill, I suppose it will all work out the same in the end, that is to say that a man getting $600 under the old bill?—A. $600 less superannuation.

Q. Yes, well, the man getting $600 less superannuation would wait there until in the course of time $600 was reached, and then would he get $2 per day?—A. No, sir. I am one of those who did not come under the new bill—I may say that under the old bill, although fifteen years in the service, I never got a cheque for more than $48.25 per month.

By Mr. Fyshe:

Q. You never did?—A. No, I never did and I have been appointed for fifteen years.

Q. You were paid by the year, were you?—A. Yes, sir.

By the Chairman:

Q. You have spoken about the hours, what time do you begin to work?—A. We require to be at work at 6.30 in the morning, a man needs to reach the office at that time if he wants to get through with his work and be on the street at the proper time to give efficient service.

By Mr. Fyshe:

Q. When do you get your breakfast?—A. We need to be up early enough before starting for the office, probably at 5 o'clock.

By the Chairman:

Q. You get there at 6.30 to sort the mails out for your route?—A. Yes, sir.

Q. What time do you start on your walk?—A. According to the lateness of the train; of course, sometimes we may be delayed, but if the train is on time we should leave the office at 8 o'clock.

Q. What time does your walk occupy?—A. I suppose from two and a half to three hours after that.

Q. Then after that, say you go back with the undelivered mail to the post office, or do you go home to lunch?—A. We do not necessarily go back to the post office unless we have valuables in our bag, such as registered letters, those we cannot keep.

Q. Then more trains come in from Montreal and other places with other letters, do you begin sorting again?—A. Well, no, there is a special staff in the office for sorting.

Q. The letter carriers can go home for lunch after they get through with their walk?—A. Yes.

Q. What time do you come back?—A. 12.30 p.m.

Q. You begin another round then?—A. Yes, sir.

Q. And that takes two or three hours again?—A. They must be back at the office at 3.45 p.m. for the third delivery.

Q. When do you have your evening meal, your supper?—A. After we are through with the last trip.

Q. Then you go back again for the third time?—A. Excuse me, that four o'clock trip is our last trip.

Q. Then your work is practically from 6.30 until 4 in the afternoon?—A. No, you might say that our work is not through until 5.30.

Q. Then you are working eleven hours per day every day with an hour for dinner on the average?—A. Oh, no, we have more than an hour for dinner on the average.

Q. How long do you have for dinner on the average?—A. Say a couple of hours.

Q. Then you have nine hours per day of steady work?—A. Well, we might say that, yes.

Q. The city I know is distributed into districts, how many miles per day does the average letter carrier walk?—A. Really I have never gone so far into details as that; I do not know the distance, but of course it could be figured out by the men.

Q. I suppose you each walk about the same number of miles?—A. Yes, on the residential walks.

Q. How far does the city delivery extend—to Hintonburg?—A. Yes, to Hintonburg on the west, and to Rockcliffe on the east, and as far as the Ottawa river on the north and to Ottawa East on the south to the canal.

Q. Well, in the Hintonburg direction, how far do you go there?—A. To the old St. Lawrence and Ottawa track.

By Mr. Fyshe:

Q. I suppose you walk at least eight or nine miles a day?—A. I should think we walk more than that.

(Mr. James W. Ross, of the Ottawa Post Office staff.—In my time I calculated I walked about fifteen miles per day.)

By the Chairman:

Q. As the city extends and the population increases more letter carriers are appointed?—A. Yes, sir.

Q. And the districts are not so extensive, the walk is not so long?—A. No, because the population is denser, there are more people to serve.

Q. Therefore, as the population increases the tendency is to decrease the mileage to be covered?—A. Yes, naturally.

Q. By the way, how are you appointed? You all pass an examination, do you not?—A. I do not know if the Primary examination has always to be passed, but I know in my time you could not be appointed without passing the Preliminary examination.

Q. In the case of a letter carrier coming in to-day does he pass an examination?—A. I am under the impression he does.

Q. You do not know that for certain?—A. They have to pass an examination before the chief clerk of the post office.

Q. You have to have political pull to get in?—A. Oh, yes, you must have a political recommendation.

By Mr. Fyshe:

Q. From whom?—A. The local Member here.

By the Chairman:

Q. In addition to your pay what uniform does the Government give you?—A. They give the outside men, that is the men on the regular walks, one complete suit of summer uniform.

Q. That is the lighter uniform for summer wear, but they also furnish heavier uniforms of the same colour for winter?—A. Exactly, the Government furnishes overcoats and winter tunics, every second season, that is you have to make your overcoat and winter tunic last two seasons.

Q. And you have winter hats?—A. Oh, yes, and we have two pair of boots per year.

Q. Then, in fact, as far as your outward person is concerned, you are clothed?—A. Oh, yes.

Q. Practically, although you are now paid a per diem allowance, the work is not casual work, you are never dismissed as in other trades, it is steady work?—A. Yes, sir.

Q. It is not like the ordinary stone mason, for instance, who may be out of employment, you have permanent work?—A. Yes, sir, so long as our conduct is good.

By Mr. Fyshe:

Q. Nothing but sickness will stop you?—A. Nothing else, provided you give efficient service, of course.

By the Chairman:

Q. What leave of absence do you receive during the year?—A. Well, under the old bill, under which I am employed, I get three weeks holidays.

Q. And what do those new men who are under the new bill get?—A. They only get twelve working days, and the two Sundays, which makes two weeks.

Q. They get a fortnight's holidays and you get three weeks?—A. Yes.

Q. And every day they are absent from sickness or any other cause beyond the fortnight their pay is deducted?—A. Yes.

Q. That regulation is rigid, I believe?—A. Yes.

Q. And no favouritism can get over that?—A. Oh, no, because the Act is plain.

Q. Of course we cannot ask you to judge yourself, but do you think a better class of letter carriers could be secured if they were freed from the necessity of going to the politicians to get their appointments?—A. I think so, but I think the greatest drawback to the department getting as good a staff of letter carriers as we used to have is the small pay, that I believe has a great deal to do with it. For instance, I am leaving the service myself.

Q. You are?—A. Yes, sir, I am under leave now, and as soon as my leave of absence expires I am going to leave, because I realize that my family cannot live on $48.25 per month. I have two children and I am only living from hand to mouth, and I feel that as a poor man I must protect my family with life insurance which I cannot afford to pay for out of my salary; I must also give my children a good education, which, for a poor man, is the best thing he can do, but I cannot afford to educate my children as I would like to on the salary I am receiving. I have had inducements offered me from outside and I am going to risk it, and my resignation is being considered, although it has not been accepted as yet.

By Mr. Fyshe:

Q. You have been fifteen years in the service?—A. Yes, sir, and the position I am taking has a maximum of $1,400 per annum, so I think I am not doing badly.

Q. Is it commercial work you are going to?—A. I have been appointed city assessor for Ottawa.

Q. Will that be a permanent appointment?—A. Yes, sir, and the salary is $1,400 per year.

Q. But is not that appointment subject to municipal politics?—A. Oh, no, I did not have to have political influence to get there, I was appointed by the Mayor on the recommendation of the assessment commissioner.

Q. Would not another council have the power to turn you out?—A. No, sir, I am not under the Council at all, I am right under the immediate supervision of the commissioner.

Q. Which commissioner?—A. The assessment commissioner, Mr. Stewart.

Q. But that is a municipal position, is it?—A. Yes, it is a municipal position, but Mr. Stewart, under whose supervsion I am, has been there for 18 years.

By the Chairman:

Q. Then to revert back to the question we were considering, you think on account

of the small pay there are not as good a class of men entering the service as letter carriers as there used to be?—A. I feel that way, sir, and I think the officials of the post office will bear out that statement of mine, that the staff is inferior to what it used to be.

Q. You require a certain knowledge of both languages in a place like Ottawa?—A. Yes, I find it very handy to have both languages.

Q. Is it especially so in Sandy Hill, where the French and English are mixed?—A. Yes, and in Lower Town also.

Q. But in Sandy Hill, for instance?—A. Yes, even on Sandy Hill.

Q. The great qualifications for a letter carrier, I suppose, are ability to sort quickly and deliver promptly; you would necessarily have to be able to read and write and to have a certain amount of mental intelligence?—A. Oh, certainly, you must have mental intelligence.

Q. Is there any check kept on you in regard to the collection of the insufficient postage paid on letters forwarded?—A. Yes, sir.

Q. Is there a check kept in the office?—A. Yes, sir.

Q. You have to account for every penny?—A. Yes, in fact the letter carrier has to pay the whole thing into the post office before he leaves and has to collect the money later on his walk.

Q. If I get a letter delivered to me with insufficient postage prepaid you have to pay that four cents to the Post Office Department before you start out on your walk with that letter?—A. Yes, and I have to collect it from you afterwards or lose it.

By Mr. Fyshe:

Q. That does not seem to be reasonable?—A. Yes, sir—but it is safe for the Government.

By the Chairman:

Q. Supposing you cannot deliver that letter?—A. We are given credit for the amount in that case and the letter sent to the dead letter office.

Q. Is that done every day before going out on your round?—A. Yes, sir, it is done every trip.

(Mr. MICHAEL FAGAN, of the Ottawa City Post Office Letter Carriers staff.—In regard to the unpaid postage, I may say, Mr. Chairman, they now use what is known as the 'postage due stamp,' and the carrier when he receives the money puts his initials across the stamp, which has been affixed to the letter, and cancels it. We have to buy that stamp before we leave the office.)

Q. You are an intelligent man, Mr. Spenard, have you any knowledge of what is done in other countries of the world with regard to labour?—A. Well, I have been in touch with what has been done by the Civil Service Commission and the Congress of the United States.

Q. Are you aware that in England lately there has been passed an act for the compensation of injuries received by workmen or servants in the discharge of their duties?—A. I have read that.

Q. If any accident happened to you in the discharge of your duties, or if you got pleurisy or anything of that description in the discharge of your duty there is no compensation comes to you?—A. You see that is just why we would like that every body would be placed under the yearly allowance instead of per diem allowance, because in the case of those of us who are under the old bill, and who come under the Civil Service Act, a doctor's certificate will guarantee our wages if we are sick, while if you are paid on the per diem allowance you get nothing. The effect is that under the new bill if you are not at work you cannot expect anything, except that in the case of men who have kept their holidays until pretty nearly the end of the year, then in case of sickness they would receive pay for fourteen days on account of their holidays. In that case our family would not have to suffer by losing pay during sickness of a short duration. But if a man has to keep his holidays until the end of the year in order to

insure himself against possible sickness they are not of much good to him, and then if he happens to be sick for a couple of weeks it means that he gets no holidays at all, and he is compelled to work the whole year around without rest, which is so necessary to a carrier on account of the nature of his work.

Q. In the case of sickness or disability, supposing you sprained your ankle or did anything that laid you up there would be no compensation coming to you from any source under the new bill?—A. Not unless you had your holidays coming to you for that year.

Q. So that although in England the employer has to compensate his workmen for sickness or disability incurred in the discharge of their duty. the officials of the post office, the letter carriers under the new system would have nothing coming to them if they were laid up by sickness or disability?—A. Nothing at all.

Q. When was this new system of the per diem allowance of from $1.25 to $2 per day instituted?—A. I remember well it was in 1901.

Q. Although the commodities were not as expensive as they are now—the cost of living is greater now than it was when the old Act was put in force in 1882 ?—A. Yes, sir.

Q. In framing that measure of 1901, the circumstances were taken into account of the cost of commodities at that time—one would presume, therefore, that the people appointed since 1901 were better paid than those who were appointed in 1882 or subsequent prior to 1901 ?—A. Probably.

(Mr. JAMES W. ROSS.—But they reach the maximum quicker now than under the old Bill ?)

Q. They reach the maximum quicker, of course ?—A. They reach it now in about four years.

Q. At present once a letter carrier always a letter carrier ?—A. That seems to be the policy of the office.

Q. And that policy is not confined to the letter carriers I am afraid ?—A. I do not know about other branches of the service.

Q. I suppose that you consider if you were an exceptional man and were doing good work you should be able to pass from grade to grade and perhaps become city postmaster untimately ?—A. That is my contention, that should be a possibility.

By Mr. Fyshe :

Q. I see that in your memorial you say that letter carriers should have the privilege of being promoted to clerkships on the recommendation of the postmaster after examination on the subject of duties of office alone ?—A. Yes, sir.

Q. But an examination of that kind will only show that you were efficient as letter carriers, it would not show that you would probably be efficient as clerks ?—A. Oh, no, what is meant by that is 'upon passing that examination and proving themselves efficient.' The postmaster would always pick out good men on the letter carriers staff. he would have the opportunity of observing their work and if he thinks that a man would do as well, and probably better, in a more important position in the office, then on passing that examination, he should be promoted.

Q. You expect though that he would have to pass that examination as to his fitness ?—A. Oh, yes.

By the Chairman :

Q. I presume, as a matter of fact, if you passed your examination the appointment should be probationary as regards your fitness ?—A. Yes. We have on our staff here now, Mr. Fagan, who has passed an examination as to the duties of office on the same question paper as the second or third-class clerks have passed, so I think that man is good enough for promotion.

By Mr. Fyshe :

Q. That is quite right ?—A. This barrier between the letter carriers' staff and

the clerks' staff should be eliminated. In the United States Letter Carriers' case. Congress has recommended that the barrier between the clerks and letter carriers should be eliminated so that the postmaster may say to one man 'you will be a clerk' and to another man 'you will be a letter carrier' whenever the interest of the service require it, and as the abilities of the respective men may warrant.

(Mr. FAGAN.—As regards the clerks' branch and the capability of carriers to perform the work in that branch I may say that as a rule the letter carriers are always looked upon in all city post offices as the best posted men in regard to the city distribution because they have the experience; in that way they are doing clerks' work, I may say there are six carriers now doing inside work in the Ottawa city post office. We have the name of 'clerks' if we want to take it on the outside, but on the inside we are 'letter carriers,' so that individually we look upon it as if it were an 'Irishman's promotion.' We get the same salary as the letter carriers for doing clerks' work, and we lose our uniform, and we lose our car fares, which amounts to a considerable item during the year.

Q. The letter carriers get free rides?—A. Yes, the letter carriers in uniform are carried on the street care free, but by going inside and doing clerks' work we are deprived of the uniforms and in consequence we cannot ride free.

By the Chairman:

Q. I regret to hear that you think of leaving the service, Mr. Spenard, are there any other carriers leaving the service?—A. Some years ago we had Mr. Usher who left the service and went into business for himself and he has been doing handsomely ever since. Also T. Donovan, who since leaving the service has been accountant for Mr. Scott, wholesale grain merchant, drawing a larger salary, and others.

Q. Are there any of the new appointees leaving the service, do they stay any length of time or do they just come in and go out again?—A. Some of them could not stand the work, a good many.

Q. I am not talking about the unsuitable men, but of men who are efficient, do those men who have come in under the new regulations and who are efficient, stay in the service?—A. Yes, generally most of them.

Q. That would seem as if they were contented with their lot?—A. They are not contented, sir.

Q. They are not?—A. No, sir.

Q. What I wanted to find out is whether the discontent under the new system is leading to resignation?—A. I think I can explain that, Mr. Courtney, why these young men are apparently content. A good many of them are too young and most of them are not well educated enough to take positions outside and as they have never yet drawn much money in wages, so that when they get hold of $1.25 or $1.50 they think it is a good position and it it is worth while keeping it.

(Mr. FAGAN.—With respect to men going out, at the present time quite a number of those coming in are not physically able to stand the strain of the work, but they have to live and it is right they should be provided with employment of some kind.)

Q. I have asked whether you have sufficient men, mentally and physically, and I understood that they were efficient but it comes out now that you think they are not efficient physically, they are puny compared with the broader and stronger class of men under the old system?—A. Yes, I may say that the present Superintendent Mr. J. N. Larue has his own time in this way, in the old times the carriers always looked upon themselves and upon their work with some degree of interest, they felt they should take every means to try to find the party to whom correspondence was addressed; these new comers if addresses are not exactly correct they do not seem to take the same trouble, they do not know the party or they do not seem to want to know them.

Q. That is to say if a letter is addressed to 470 instead of 460 on a certain street, although the person is well known in the vicinity they would not bother themselves very much about it?—A. No, that is the way; I may say that I know that because I happened to be working with the Assistant Superintendent in looking up matters in

that way, they do not seem to care much, they are in the job and do not seem to care—they know too much I might say.

Examination of Mr. SPENARD resumed.

Q. Is there a large percentage of the letters returned?—A. I might say yes, I think there are quite a few that possibly might be delivered although, of course, I do not like to say that they could or could not, because the carrier on his route is supposed to know more than the man who is sorting in the office and the carrier should know more about it. I do not think that the same interest is taken that used to be with the old class of letter carriers.

Q. Well, you have presented your case very fairly and admirably and I do not think I have anything more to ask you.

Mr. SPENARD recalled.

By Mr. Fyshe:

Q. You said, Mr. Spenard, that during the whole of your service in the Department you never drew a monthly cheque for more than $48.25?—A. That is $50 less three and a half per cent for superannuation.

By the Chairman:

Q. That is 2% to the Government and 1½%for your retirement?—A. No, I was made permanent on the 16th May,, 1893, and the new Act raising Superannuation fees from 2½% to 3% had been enacted one month previous to that. I do not come in under the Retirement Act.

By Mr. Fyshe:

Q. Now that you are going to leave the service, do you get any benefit from the money that has been retained from your salary on account of superannuation?—A. I expect I may get leave for a few months with pay, but I have no reason to ask for superannuation.

By the Chairman:

Q. He cannot get any refund of his superannuation contributions, but what he hopes to accomplish is to get leave of absence for some period of time with his pay, but he gets no refund of his superannuation contribution?—A. No, I cannot get any refund under the law. I have subscribed $196 to the superannuation fund since I have belonged to the service, I am told that by the officials of the Post Office Department.

By Mr. Fyshe:

Q. That is without including the interest?—A. Without interest, I have that on the authority of the Department.

Q. Where do you live?—A. At 18 Gloucester street.

Q. What rent are you paying?—A. When I was all alone I paid $11 per month.

Q. For board?—A. No, for rent only.

Q. You said 'when you were alone' did you rent a house for yourself?—A. I might say I do not live in a house alone now, there are some people living in the house with me outside my own family. You see my salary was so low that I rented a bigger house and paid $25 per month rent and am renting rooms, the revenue from which helps me along; only for that I do not know how I would have been able to live.

Q. What do you get from renting the rooms?—A. When all the rooms are rented I can get as much as $40 a month.

Q. You would make something out of that?—A. Oh yes, when they are all rented, but they are not always rented; in the summer time we cannot get lodgers.

Q. If you had to go in and rent a house for your own family use what would you get a house for?—A. I do not think I could get a good decent house for less than $15.

Q. Would you pay as much as that?—A. Certainly, houses that used to be $10 or $11 are now $15 per month.

Q. That would be $180 per year for rent?—A. Yes sir.

Q. And you are only getting somewhere less than $600?—A. Less than $600.

Q. And you have to pay taxes too?—A. Oh no sir, everything is clear, taxes and water rates are included in that amount; but with regard to the item of fuel, that has gone up considerably. We used to be able to get four foot wood for $2 per cord and now you have to pay $3 and $3.50 per cord.

Q. Do you burn coal?—A. Not in the small houses for kitchen purposes. We used to use a lot of wood which was cheap, but now it is cheaper to burn coal for heating purposes and even coal for which we used to pay $6 and $6.50 has gone up to $7 per ton.

Q. How do you manage to get along that way?—A. By the assistance and good financing of my wife.

Q. You men must have very clever wives.

Witness retired.

OTTAWA, SEPTEMBER 4, 1907.

MR. MICHAEL FAGAN, Letter Carrier, Ottawa City Post Office, called, sworn and examined.

By the Chairman:

Q. Now Mr. Fagan what have you to say with reference to this promotion?—A. In reference to the clerkship Mr. Chairman I desire to say that for something like eight years I have been doing the work of a clerk although paid a letter carrier's salary. At the same time I have been deprived of my uniform and consequently I have been deprived also of the privilege of riding free on the street cars; I have spoken several times to the Deputy City Postmaster who has stated that he would recommend me for a clerkship. I went several times and inquired about it, and he has always been going to see about it, but so far as I know there has been nothing done. This has been going on now for about six years. Sometime about a year ago, or in April last we were all notified to go up for examination; I spoke to the Deputy Postmaster and wanted to know why I, being a letter carrier had to go up and pass an examination that was provided for clerks only. He replied that it was a good thing for me, that it would bring the matter of my promotion to a head, that is the matter of appointing us carriers who are working as clerks to the position of clerks. I happen to be one of the lucky, or unlucky ones, I do not know which it is, I passed the examination and I went in afterwards and I asked him about it, but there has been nothing done yet. I feel that, possibly, if I wanted to go out and look for political influence I could get that position, but I do not feel that I should do that. I feel that having shown that I am qualified for that position, if I have been doing my duty there is no reason why I should not have that clerkship, especially if my length of service is taken into consideration—I have some twenty-four years service in the office.

Q. I do not know anything about individual cases, but perhaps that might not be owing to any demerit on the part of the Deputy Postmaster, Mr. Bates, who might have sent it on in the ordinary course to the Department, and it may have stuck there some how or other?—A. Well, of course, we have our own opinions on the matter.

but I tell you I do not think that justice has been done to us. We know a case of a man who has lately been put over our heads.

Q. Would that arise from political influence?—A. I suppose it must have been.

(Mr. Ross—They said so, they went outside.)

A.—(Continued) I feel that if a man does his duty he should not have to go outside for influence. I feel that if a man is fit for the position he occupies he is entitled to the salary for the work he is doing without having to go outside to get it; probably I may be a little sensitive in that way, but I do not feel that a position that has to be begged for when you are doing the work and are entitled to it is much encouragement to a man to do what is right.

Mr. MICHAEL FAGAN recalled.

By the Chairman:

Q. You have ten children Mr. Fagan?—A. Nine living.

Q. Are these entirely dependent on you on this salary of $2.25 per day?—A. All but one, I managed to get one boy through the business college but the others are all dependent on me.

Q. You have a wife and eight children dependent on your labours?—A. Yes.

Q. And you have a salary of $2.25 per day?—A. In fact it was less than that, I was under the old bill, and I was like many others in the office when the new bill came out we grabbed at the $2.25.

Q. And now that you have the gentlemanly employment of clerk in the inside, instead of letter carrier you lose your clothing?—A. And the car fare as well.

(Mr. ROSS— This gentleman has to spend four car tickets per day and I have to spend two.)

Q. Is there anything derogatory in being classed as a letter carrier and doing clerk's work?—A. Nothing at all.

Q. Who has laid this regulation down? How does this come to pass that because you go inside, although you are still graded as letter carrier you cannot wear the uniform?—A. I cannot tell you that, in fact we do not know what we are, we are like somebody's lost child, and we have been deprived of these privileges.

Q. In the Civil Service List are you still classed as letter carrier?—A. Yes, but what seems strange is they ask us to pass an examination as clerks and still keep us on the list as letter carriers.

Witness discharged.

OTTAWA, SEPTEMBER 4, 1907.

Mr. JAMES W. ROSS, Letter Carrier Ottawa City Post Office, called and sworn and examined.

By the Chairman:

Q. You were desirous of giving us some of your experiences Mr. Ross?—A. I might say that I have been in the service for seventeen years.

By Mr. Fyshe:

Q. Were you born in this country?—A. Yes, I was born down near Cornwall at a place called Dickinson's Landing. As I mentioned before I have been seventeen years in the service and I have had what is called an Irishman's promotion, I have been going backwards. When I entered the service I had passed the qualifying examin-

ation and I worked as a letter carrier for about twelve years, then they took me inside to do the same work as Mr. Fagan here does, clerk's work, and although I asked to be made a clerk I never got it. I never wanted to go inside but when I did the work I asked to be appointed as clerk.

Q. Do you not get extra pay?—A. When the new Bill came in I took the benefit of the new Bill, and then they put me on at $2 per day. I went on that way for a short time and then they put me at $2.25 per day and I have kept at that ever since. But when they took me inside I lost my uniform, my free boots and my free rides on the cars.

By Mr. Bazin:

Q. Why did you go inside? Did you go inside because they asked you or were you obliged to go in?—A. Well, we always think you know—at least I do—that it is better to do as you are told. I suppose if I had 'kicked' I need not have gone in, we did ask to come out at one time and they said they would look into it but that is the last we have ever heard of it.

By the Chairman:

Q. You think the mouse should not quarrel with the cat?—A. No sir, I do not think it should. I do not think I have a black mark against me, I never was suspended or anything like that, and I do not see why, when I am doing clerk's work, I should not get clerk's pay and be made a clerk.

Q. Have you spoken to your superior about it?—A. I have, I went up to see Dr. Coulter once by myself and spoke to him about it, and he said that all these promotions come through Mr. Bates, Deputy Postmaster. I spoke to Mr. Bates about it, and that is the last I have heard of it; that is three years ago.

Q. You did not lodge any written complaint?—A. No, I wrote to the Department asking for promotion but I never heard anything from them.

Q. Are you a married man?—A. I am sir.

Q. Have you a family?—A. I have sir.

Q. What rent do you pay?—A. Well, of course, you see I live in my own house and do not pay any rent.

Q. How did you manage to get a house of your own?—A. I had a little means before I went in as letter carrier and my wife had a little.

Q. So that helps you?—A. That helps us quite a little, yes sir.

Q. Still that has nothing to do with the emoluments from your office?—A. I do not think the Government should take advantage of what a man has if he gives his labour honestly and truly I think he ought to be paid for it.

Q. Who do you consider the head of your Department?—A. In the Post Office?

Q. Yes?—A. Mr. Bates.

Q. Are you not subject to the supervisor of the letter carriers?—A. Yes sir, Mr. Larue.

Q. Although doing a clerk's work you are classed as a letter carrier?—A. Yes.

Q. And you are under Mr. Larue?—A. So we are.

Q. Who was Superintendent when you were taken in?—A. Mr. Warwicker was Superintendent when I was taken in, it was he took me in.

Q. Does he agree with the Assistant Postmaster that his staff should do clerk's work?—A. I think so; he claims that letter carriers who have thoroughly studied their duties and have become acquainted with the work of the branch make better men for the inside than can be obtained by bringing in clerks from the outside, for the simple reason that they know the duties of the office better. If you bring in a man from outside the service to do the work of sorting he could not do it at all, it would take him two years to become efficient.

By Mr. Fyshe:

Q. You do a lot of sorting, I suppose?—A. Yes, we do the sorting for the whole city, we have to know the whole city.

Q. That is your work?—A. Yes, that and some other little clerical work.

Q. And you think you are quite competent to do clerk's work?—A. Yes, I am an old school teacher, I taught school for nine or ten years before entering the service. In reference to the age of retiring we think that the letter carrier should not be asked to put in thirty-five years before he is retired, we think twenty-five years would be long enough considering the nature of the work and the exposure to which he is subject; it is pretty heavy work.

By the Chairman:

Q. You consider that the old style letter carriers should go out at a fixed age, but what about the new people, those who are under the new regulations, those who have no superannuation or anything else?—A. Yes, well, if I was in that boat I would not stay in the Post Office; if I could get my retiring money out of it I would not stay in the Post Office, I would leave, that is with the wages I am getting.

By Mr. Fyshe:

Q. At what age can you retire?—A. There is no fixed age, we are supposed not to be under sixty years.

Q. And you must have served thirty-five years?—A. Yes, to get the full allowance.

By the Chairman:

Q. That is thirty-five fiftieths of your salary?—A. That is seven-tenths of our salary.

Q. That is the only thing that keeps you in the service, and if you were to die about the time you were retiring your family would get nothing?—A. No, only my insurance which I have outside the Government insurance fund.

Q. I suppose there are a great many men in worse circumstances than you are?——A. I think there are a great many worse off than I am. This gentleman here (Mr. Fagan) has a family of thirteen children.

Mr. FAGAN—Oh no I had ten and I lost one.)

A. (Continued) This gentleman has ten children and how can he keep them at $2.25 a day and educate them.

By Mr. Fyshe:

Q. Do you keep an account of your household expenditure?—A. I can give you that because I keep a cash account the year round.

By the Chairman:

Q. How many children have you?—A. I have four.

Q. Are they all dependent on you?—A. No, no, all but one; I have one boy attending McGill college.

By Mr. Fyshe:

Q. How can you send a boy to McGill college on your salary?—A. I have independent means, I made it before I went into the service.

Q. Do you not think you would be better off if you had never gone into the service?—A. I certainly do. I went into the service because at the time I was troubled with rheumatism and I wanted to get lighter employment and be in the open air.

By the Chairman:

Q. Finding that you were troubled with rheumatism which was laying you up sometimes and was an injury to you in your former employment you came into the

Government service as a letter carrier?—A. I came into the service because I would be outdoors and because the work would not be as hard on me as the occupation I was then engaged in. After I had been in the service a short time I took typhoid fever and was laid up with that and since then I have never been troubled with rheumatism.

Q. You entered the Post Office service as a letter carrier thinking it was an easier job than the employment in which you were then engaged?—A. I must tell you it was an easy job when I first came into the service because we had lots of letter carriers and none of them had very heavy work. I have been able to do my trip in half an hour sometimes.

Q. How long ago is that?—A. That was seventeen years ago but it is not that way now, the work is heavy now, I could never have stood the work then if it had been as heavy as it is now.

Witness retired.

Mr. JAMES W. ROSS, recalled.—I desire to state, Mr. Chairman, I mentioned that the examination was for clerks only, that was when we were told to write on it, and I said that as we were letter carriers and not clerks we were not included in the officials who were required to pass the examination. Of course it is true I failed in my first examination, and I wrote again and I do not know whether I have passed the second examination or not.

By the Chairman:

Q. You were a schoolmaster before entering the service, and still you failed to pass an examination—of course there is no discredit in failing to pass an examination?—A. Yes, you do not get as much mathematics in your examination under the Civil Service Act, but the Post Office Act is about as much mixed up as anything you can get; it is worse than trigonometry.

(Since being examined by your Commission I have been informed that I have passed the clerical examination on the duties of office referred to in my evidence.—J. W. R.)

MEMORIAL OF LETTER CARRIERS AT OTTAWA POST OFFICE.

To the Honourable the Royal Commissioners appointed to inquire into matters pertaining to the Civil Service of Canada.

The letter carriers of Ottawa post office desire to express their satisfaction upon the appointment of a Royal Commission to deal with matters affecting them. They are confident that justice will result of your work. They realize the hard task of the Commissioners, and beg to offer any assistance they can to lighten their work.

The staff at Ottawa is composed of forty-six permanent employees, out of a total of over 600 stationed throughout the different cities of the Dominion, all of whom are working under the same circumstances and conditions now existing in this city.

The letter carrier, unlike most of the workmen, has from the outset of his career to accept full responsibility for all his acts, and is placed upon duties of a responsible nature. The importance of his work in the performance of duties so exceptionally severe require of him a large expenditure of both physical and mental force, more arduous and exacting than that of any other class of the service, and should not be lost sight of in determining his standard of remuneration.

His services are reliable from the start, and with every year's experience his knowledge of the work increases and his usefulness to the public and the department increase accordingly. His duties commence from one and a half to two hours before despatch of delivery. During this time he has to set up his mail and be responsible for its safe delivery. Each delivery he repeats the routine of the previous one, and in addition to this he has to keep an up-to-date re-direction book of newcomers and removals, re-direct all necessary correspondence, keep a record of undelivered matter on his walk, collect insufficiently paid correspondence, make all inquiries from the public as to delayed and missing matter. Considerable tact and mental activity are required in order that his duties are promptly and efficiently performed, and while he is rendering this valuable service to the department and the public without supervision, are of themselves important factors in determining the responsible character of his work, and should enter into the consideration of his wages.

The essential qualities demanded of him are that he has a big physical standard. He must also possess a good character as to honesty, sobriety, civility, and punctuality in dealing with the several matters passing through his hands, and while unlike most other members of the civil service, he has to perform his duties in all kinds of weather, entailing upon him a greater amount of physical disabilities, he feels that the salary paid him is entirely insufficient to maintain him and secure the necessaries of life for an average family.

He is aware of the enormous increase of rents in the several cities of the Dominion, which during the last seven or eight years has increased from 40 to 60 per cent, while the cost of living has increased 33 per cent, and in some cases 50 per cent. He has been granted permission by persons and firms who have furnished information to the 'Civil Service Association,' and contained in its memorial to your honourable body, to say that the same statistics stand to-day with a slight increase on some lines of goods.

While the wages of all other workmen have been advanced, in some cases several times, and especially so among provincial and municipal employees and the professions generally, he feels he should participate in this prosperity. Also, while the carrier has to consume long hours of work every day he sees his fellow-workmen in other employment going to work at eight and nine o'clock a.m. He sees them enjoying the Saturday half holiday and the statutory and local holidays, when they can have a little recreation, so necessary to their physical health. He is also aware that the late Postmaster General, Sir Wm. Mulock, stated that eight hours should constitute a day's work in the post office for both clerks and carriers.

He feels that the present law governing his salary is manifestly unjust to him as he is paid on a per diem allowance and no matter how laborious or exacting the duties he is called upon to perform in addition to the severe discipline and hardships of the service the postal laws prohibit him from engaging in any gainful occupation while in the service, and the physical ills he may contract through exposure to all kinds of weather, with the ever increasing and responsible duties devolving upon him due to the rapid growth of our city, he is subject to loss of pay in accident and sickness, a disability not attached to any other branch of the service.

While his duties are more arduous and exacting than any other branch of the service, should entitle him to pay in accident and sickness.

In striking contrast with the law governing the letter carriers' salaries, the law regulating the salaries of the other officers of the department whose salaries are paid by a yearly allowance, and no matter how laborious and exacting his duties are, and the irregular hours at which he takes his meals (barring exposure and risk of accidents) is subject to loss of pay in sickness, and that as a simple matter of justice the disability attached to him in this respect should be removed.

It would be a distinct encouragement to the best efforts and proper ambitions of a letter carrier if provision were made to assure his advancement, and the following is respectfully submitted :—

That upon evidence satisfactory to the Postmaster of the efficiency and faithfulness of a letter carrier, he shall recommend him eligible for transfer to the service of clerk up to the grade of junior second-class after having successfully passed an examination, such examination to have reference only to the duties of office.

He is gratified to note that the Post Office Department is a source of revenue and no longer a burden on the tax-payers of the country. He is proud of the fact that while performing a most useful service, he is helping to produce a fund from which any compensation recommended by your honourable body would be drawn.

He feels confident that an examination of this question will establish the justice of his claim, viz., increased compensation.

Yearly salary in lieu of per diem allowance.

Pay during sickness, as all other branches of the Civil Service.

Promotion to clerkship when recommended by the postmaster.

POST OFFICE BUILDING,

MONTREAL, WEDNESDAY, Sept. 11, 1907.

The Commission met at 10.30 a.m. Present : Mr. J. M. Courtney, C.M.G., I.S.O., Chairman, Mr. Thomas Fyshe and Mr. P. J. Bazin.

Mr. E. BARCELO, Superintendent Montreal Post Office, called, sworn and examined.

By the Chairman :

Q. You are post office superintendent at the Montreal city post office ?—A. Yes.

Q. You have been there twenty-three years ?—A. Yes, I have been twenty-three years in the service in August.

Q. What position did you occupy when you entered the service ?—A. I entered the service as a temporary hand, as stamper.

Q. And you passed through all the grades up to the position of post office superintendent which you now occupy ?—A. Yes, sir.

Q. That is to say you passed through the junior third, the senior third and so on ?—A. No, sir, at that time there were no junior or senior third, I passed through the third, second and first-class.

Q. And then became post office superintendent ?—A. Yes.

Q. And you were made post office superintendent on March 1, 1905 ?—A. I believe that was the date, yes, sir.

(Memorial of the employees of the Montreal Post Office submitted and read.)

By Mr. Fyshe :

Q. You ask in the memorial that those officials who work on legal holidays be allowed four weeks holidays instead of three ; I suppose practically everybody would work on Sundays and holidays ?—A. Practically everyone, except Money Order and Savings Branch, and letter carriers, on Sundays.

By the Chairman:

Q. That is everybody connected with the distribution of the mail ?—A. Yes, those actually engaged in sorting the mails, incoming and outgoing.

Q. You will allow this memorial to form part of the exhibits ?—A. Yes, sir.

Q. Also the scale of prices of commodities ?—A. Yes, sir.

By Mr. Fyshe:

Q. What are all these figures?—A. That is a statement from the different dealers doing business in the city showing the prices of commodities in daily use. We also have an item about the pension system which will form a part of our memorial.

By the Chairman:

Q. You are superintendent of the city post office in Montreal, you have three hundred permanent employees in the post office?—A. I think we have more permanent employees than that.

Q. That is counting the number in the Civil Service List?—A. They are not all on that list.

Q. Will you give us the exact number of employees engaged in the post office?—A. One postmaster, one assistant postmaster, one superintendent, seven first-class clerks 13 senior second-class clerks, 28 junior second-class clerks, 21 senior third-class clerks 33 junior third-class clerks, 17 fourth-class clerks, three stampers and sorters, one porter, one messenger, two joiners, 16 letter carriers at per annum allowance, 214 grad men at per diem allowance. All those I have mentioned are on the permanent staff On the temporary staff there are 73 labourers, porters, and letter carriers, making total staff of 432.

Q. Next to the postmaster and assistant postmaster, you are the chief officer i the post office?—A. Yes, sir.

Q. How are the juniors appointed?—A. The juniors?

Q. Yes, the letter carriers, third-class clerks, &c., how are they appointed?—A The letter carriers, third-class clerks, labourers and sorters are appointed by the depart ment at Ottawa.

Q. On the nomination of?—A. I believe on——well——

Q. On the nomination of the local member, I presume?—A. I do not know exactly we get the names of those appointed from the department at Ottawa.

Q. You, here, have nothing to do with the selection of the men to be appointed?—A. No, sir, we have not.

Q. The names of the people to be appointed are given to you by the departmen at Ottawa?—A. The names of the people are given to us by the department.

Q. What do you do if you find a man is inefficient?—A. We are asked by th department to report after a certain time as to his proficiency.

Q. If you find a man utterly inefficient, what then?—A. We report accordingly t the department.

Q. In such case, is the man ever got rid of?—A. Yes.

Q. He is?—A. Yes, I think there are instances where they have been gotte rid of.

Q. But the moderately inefficient, the dull man, is he allowed to remain?—A. A far as permanent employment is concerned?

Q. Yes. Once a man gets in unless he has very bad habits, or is utterly foolish you cannot get rid of him, is that the case?—A. No, I would not say that.

Q. You think you have quite a reasonable lot in the employment of the post offic here?—A. That is as to permament employees?

Q. Yes?—A. I think so.

Q. Referring to the temporary employees, how long are they continued as tem porary before they get permanent positions?—A. We have temporary employees wh have been here for years and years.

Q. Why can't they be appointed permanently?—A. Because they were appointe at a time when they had not passed the necessary examination, and also by reason o their over age.

Q. But they are still kept on the temporary list?—A. Yes.

Q. Take a letter carrier. I presume the test of a good letter carrier is that he de livers his letters?—A. That he delivers all his letters promptly, yes.

Q. If he brings back a proportion of his mail that shows he is rather inefficient, does it not?—A. Yes, or if he delivers them to the wrong address.

Q. The test is that he delivers all his mail properly?—A. Yes, sir.

Q. What happens to a man if he does not deliver all his mail, if he brings back a large proportion of his letters?—A. First of all, at the beginning he is given a caution, that is done in the first place, but if it is found that this happens too often, then he is reported to the department as inefficient.

Q. Then if he goes on still being inefficient?—A. He is reported to the department who find a way to put him out—if it is before he is made permanent of course.

Q. That comes to another thing. Do you ever make any man permanent who comes back after his daily delivery with a lot of letters undelivered?—A. If we find that a letter carrier is doing his duty properly or right, but if he is not we report him to the department.

Q. Is he ever got rid of?—A. Sometimes we ask that he be given another chance, and he may be able after further trial to do the work properly.

Q. But if he does not?—A. If he does not we report him to the department and he is got rid of.

Q. Are they always got rid of in such cases?—A. Yes, on the recommendation of this office.

Q. Is there not such a thing as strength in politics that would keep an inefficient man on the staff as letter carrier?—A. I do not think so against the will of the office.

Q. Politics would not prevail in such case?—A. I do not think they could.

Q. That is a good thing. Now with regard to the subordinate positions, what is the lowest grade of clerk, is it the junior third?—A. No, stamper and sorter.

Q. Now, with regard to the fourth-class clerks, have you ever put letter carriers to do their duty?—A. Yes, we have.

Q. Do these letter carriers wear uniforms whilst performing that duty?—A. No—if it is only temporary they are allowed to wear their uniform, that is if they are going back to carrying letters they are left with their uniforms, but if they are to remain at the clerk's work, they are not supplied with uniforms.

Q. Although they are graded as letter carriers they are not supplied with uniform when employed at clerk's work?—A. They are not.

Q. Then the fact is a letter carrier may sometimes do clerk's duty, being still graded as a letter carrier and is at the same time deprived of his uniform and of his car tickets?—A. Yes.

Q. Then he would suffer, wouldn't he?—A. Yes, I believe so.

Q. Does that system prevail to any great extent here?—A. To a good extent, sir.

Q. You do that for dread that you would have incapable fourth-class clerks put upon you because of politics?—A. No, we have done that from necessity; we have found that the distribution of mails to be delivered by the letter carriers was done better by men who had gained experience as letter carriers, and they were taken in to the office as sorters.

Q. Could not these letter carriers be given some compensation for the deprivation of uniforms and the privilege of riding on the street cars?—A. Yes, I believe so, but there has been nothing done, no arrangement has been made to give them compensation for it.

Q. As they are graded as letter carriers is there any lack of dignity about it, why should they not be allowed their uniform still, although doing clerks' work?—A. I do not know the reason exactly except that they are not carrying letters outside.

Q. Well then, the orders from Ottawa are that nobody should wear uniform except actually engaged in the outside work of delivering letters?—A. I believe so, I do not know whether it is a cast-iron rule.

Q. Did any instructions come down from Ottawa to that effect?—A. It is so long since this has been the rule I do not know.

Q. It is habit?—A. It is the habit, but it has been the habit for so long that I do not know really how the order was first given. I might say, in that connection, that

many of these carriers have been given an opportunity of being made clerks, but, I believe, it was on condition that they would begin with a lower salary than they are now receiving, that is they would be reduced in salary.

Q. But they would have the prospect of promotion to higher grades?—A. Yes.

Q. That is to say that the letter carrier would suffer a temporary reduction in his salary in the hope of benefiting by promotion to higher grades in the future?—A. Yes, sir.

Q. You were saying that all these nominations and appointments come from Ottawa. Do you find the local politicians coming into the post office to find out whether they have any vacancies?—A. I would not know very much about that, because they would go to the assistant postmaster.

Q. Who is the assistant postmaster?—A. Mr. L. J. Gaboury.

Q. He has only been appointed recently?—A. Since October last.

Q. Mr. J. L. Palmer had long service in that position before Mr. Gaboury's appointment. What was Mr. Gaboury's position before he was appointed assistant postmaster?—A. He was clerk in charge of the local dead letter branch.

Q. Did he come down from Ottawa?—A. Really, I could not tell you, I only knew him after he was here as clerk in the local dead letter branch.

Q. I cannot find his name on the permanent staff in the Civil Service List?—A. I think he formed part of the Interior Service before being named deputy postmaster. I think he belonged to the Ottawa inside service.

Q. He had apparently $900 per year salary?—A. Oh, I could not tell you, I never knew what his salary was before.

Q. I only find one Mr. Gaboury here, but whatever he was he was brought from Ottawa to be made assistant postmaster?—A. He was not brought from Ottawa, he belonged to the inside service, but was doing service in the post office here as clerk in charge of the dead letter branch.

Q. He was doing duty here although a member of the inside service?—A. Yes.

Q. Practically Mr. Gaboury is a new man so far as the work of the post office is concerned?—A. I believe Mr. Gaboury, before he took charge as assistant postmaster, spent some time in this office and the Toronto office making himself familiar with the nature of the work.

Q. You say that the local politician does not come to inquire about vacancies in the post office?—A. Not to my knwledge. They may sometimes, but I could not say to what extent.

Q. How do you find out when vacancies have to be filled up here?—A. When we find that the work has increased and that we need additional help, or when some of the employees have left the service, then we apply for assistance.

Q. The pressure to appoint does not come from outside?—A. Oh, no, we make enough pressure, but we do not always obtain all that we ask for.

Q. The promotion here in the post office is very slow, is it not?—A. Yes, sir, very slow.

Q. How long have you been in the service, do you say?—A. I have been twenty-three years.

Q. I suppose you consider that you might have been assistant postmaster or even postmaster?—A. Oh, well, I have not that ambition.

Q. There is no prospect of any junior here ever attaining the rank of postmaster?—A. Not postmaster, I do not believe so. We always were under the impression that was not a position to which one of the staff could attain.

Q. How many postmasters have you had here within the last ten years?—A. I think there would be two—I do not know exactly when Mr. Dansereau retired; he was followed by Mr. Beausoleil, and Mr. Harwood is the present postmaster.

Q. How long was Mr. Dansereau postmaster?—A. A few years.

Q. And who was his predecessor?—A. Mr. Lamothe.

Q. He was superannuated as an old man?—A. Yes.

Q. Then Mr. Dansereau came in and spent a little brief existence, and Mr. Beausoleil came in, what became of him?—A. He died.

Q. And then Mr. Harwood came in?—A. Yes.

Q. He was appointed at the mature age of sixty-seven, was he not?—A. I do not know his age exactly.

Q. That is the record in the Civil Service List,; he was born in 1838, the same year I was, and he was appointed when he was in his sixty-seventh year?—A. I suppose the record is correct.

Q. I suppose you had practically to tell him all that is doing in the post office? —A. Oh, well, he does not ask us much.

Q. He d'd not ask you?—A. No.

Q. You do not know anything, I suppose, of the railway mail clerks' or inspector's branches?—A. No, sir, not very much.

Q. They are distinct branches?—A. Distinct branches.

Q. We will have them here. Have you, besides that which is contained in this voluminous report you have kindly given us, any other suggestions. We wish you to be frank in making sugestions to the commission?—A. Well, we have the night service difficulty. We find it is necessary to have a night service here, and it is not always an easy matter for us to get employees to do the night service. There are always some objections offered owing to the fact that the night service is more strenuous, and we find that sometimes the clerks cannot remain on that service any length of time; and especially when they are newly married they object to go on that service; they say they cannot leave their wives alone, and that they have to find people to go and remain in the house whilst they are on duty.

Q. This night service is a necessity in the post office?—A. An absolute necessity.

Q. Could you not arrange that by adopting the method which is in force in the Dominion police? They have to furnish a night service, and it is arranged by shifting the hours so that the men who would be on night service one week would be on the day shift the next week. The force is divided into watches?—A. That would give rise to another difficulty which involves a change in the habits of the men, a change in their hours for meals and all that, and we find that owing to the nature of the work it is rather hard on the system, that the stomach, for instance, does not do its work as easily or satisfactorily under constantly changing conditions.

Q. But would it not tend rather to the benefit of the office if the occupation of the staff were varied?—A. To the benefit of the office?

Q. Yes, to change the men around so that they would have a variety of occupation?—A. Not very much, because it is practically the same work.

Q. Practically the same work only that it is done in the night time instead of the day?—A. Night instead of day.

Q. Do you shift men about from the money order and savings branch to the general routine of the office?—A. No.

Q. Or is it that when once a man gets into the sorting branch he stays there ?—A. Yes, as a rule.

Q. And that goes on from the time he enters the service until the time he leaves? —A. Not altogether, but pretty much so.

Q. Do you know anything of the English public service ?—A. No, sir.

Q. You are not aware that the post office officials there are shifted about all over the Kingdom ?—A. I do not know that.

Q. That the man who might be assistant postmaster at Brighton might be appointed postmaster at Cardiff if a vacancy arises there ?—A. No, sir, I am not aware of that.

Q. And that there is no bar to the letter carrier rising in the public service ?—A. No, I have not any knowledge of those things.

Q. Do you not think it would be better that all the positions in the service should be open to any member of the service ?—A. I think it would be better, sir.

Q. The remuneration of the office is based on the amount of revenue received is not that the theory upon which the salary is fixed ?—A. Well, I do not know.

Q. Did you ever read the Civil Service Act?—A. I think I have read it once, but I do not remember if I read it entirely or only parts of it.

Q. It begins the schedule of salaries for city postmasters 'When the postage collections exceed $250,000' ?—A. I know about that.

Q. And that applies to assistant postmasters also ?—A. Well, I did not know that it applied to assistant postmasters.

Q. Yes, 'When the postage collection exceeds,' and so forth. I was going to say that almost everything regarding the city post offices remuneration hinges on the amount of revenue received?—A. I knew about the postmasters, but not about the assistant postmasters or clerks.

Q. What is the present revenue of the post office at Montreal?—A. I think it will be close on one million dollars this year.

Q. What I am trying to bring out is this, that the whole scale of salaries is based on a revenue of $250,000 when this Act was promulgated and now the revenue of the Montreal office is $1,000,000. If the theory which seems to be laid down in the Civil Service Act with respect to the salary still holds good the remuneration should be varied as the revenue of the office increases ?—A. I believe it should be readjusted.

Q. Have any of your letter carriers recently been arrested or sent to prison for stealing letters ?—A. Not very recently, not since the beginning of the year.

Q. Have there been many complaints about the theft of letters?—A. Well, I think there have been less lately.

Q. How do you find them out, by decoy letters ?—A. Well, we find out that there have been thefts first of all by the complaints, but I might say that these complaints do not come to us directly, they go to the Post Office Inspector.

Q. Then the uniform system is to have decoy letters for the purpose of detecting the thief ?—A. We employ some other means sometimes. Lately we have dispensed with the services of a few men who were not arrested but who we found were not doing the proper thing. They were not tested by decoy letters.

Q. Have any letter carriers been dismissed lately on account of drunkenness?—A. There have been two dismissed since January.

Q. When you see that a man is given to drink, or when his habits begin to be suspicious, his expenditures lavish, do you keep guard on that man ?—A. Yes, but we have very few like that.

Q. I do not know whether you have or have not. But in a large service like yours —how many letter carriers have you—A. 150 at least.

Q. Naturally in a number like that there must be a certain proportion of men who require watching ?—A. There are, but those who are drunkards we dispense with their services.

Q. You think all these fourteen grades ought to be simplified, you have said that in your memorial ?—A. They should be very much simplified.

Q. Coming to the question of superannuation I think you were going on to exemplify that, would it not be desirable that some provision be made for pensions to those dependent on public servants as well as for public servants themselves ?—A. Yes, sir, it would be of much value.

By Mr. Fyshe :

Q. You do not mention pensions to dependents in your memorial ?—A. I do not think we do.

By the Chairman :

Q. You simply ask that the old system be restored?—A. And that a clerk with twenty-five years service should, if he desires, be able to obtain a pension and retire from the service.

Q. Under the old system was there not the disability that if an official died none of his abatements went to his family?—A. Yes, that was found to be an undesirable state of affairs.

Q. Frequently in a large service like the Montreal post office officials have died after paying into the superannuation fund for years and nothing went to their family?—A. They only got the two months' gratuity.

Q. But they got no refund of the superannuation payments?—A. None that I know of.

Q. Is there anything else that strikes you and that you would like to say to the Commission?—A. Well, personally I have nothing else, except that I might add, we have mentioned it in our pension memorandum, that clerks should be allowed to retire after passing a certain age. As it is now, they figure on our list as members of the staff though they are not doing the service that we might expect, and, therefore, the staff suffers to that extent. Our work is of a nature that requires quick action and clear memory, and after attaining a certain age we cannot expect that vigour and energy and quickness of action which are necessary for the prompt performance of the work.

Q. By the way, how many people have you in the post office here who are classified as labourers?—A. We have seventy-three on the temporary list who are classified as labourers, porters and letter carriers.

Q. Are not these men shoved into the service because they have not passed the examination?—A. I believe so.

Q. Is it not a fact that because they have not passed their examination, having to be employed you have to classify them as labourers?—A. Yes, sir, because they have not passed the examination and because they are over age.

Q. Under the recent regulations and definitions have you had such a good lot coming into the service?—A. No, sir. Very often you will find that a man after entering the service remains a few weeks and then resigns because he finds that the position is not what he expected it to be; it is not sufficiently remunerated.

Q. Looking at the openings for any decent man now in Canada, have you as many applicants for the service here now as before?—A. No, sir, I do not believe so.

Q. Are the men who apply as good as they used to be?—A. No, sir, they are not as good that is true.

Q. Have you many women employed in the post office here?—A. We have a stenographer and typewriter, and I know on our list there are the names of one or two other women who are employed in the dead letter office.

Q. The number of women employed is few?—A. There are a few but they are not under our direction.

Q. Are there frequent resignations in the present staff?—A. They are quite frequent; much more so that before.

Q. How are the stamps sold?—A. The stamps are sold by an official to the dealer.

Q. And the cash comes to the office here?—A. To the office here, yes.

Q. Do the officials handling the stamps give any fidelity bonds?—A. Oh, yes, they do.

Q. Who pays the premium on those?—A. They do.

By Mr. Basin:

Q. Is there a special branch for this?—A. They are sold in the accountant's office. There is just one man attending to the sale of these stamps.

Witness retired.

Mr. EDOUARD BARCELO, recalled.

By the Chairman:

Q. What is your opinion on this question of passing the night work around?—A. I believe that the idea of shifting the men around is quite right to a certain extent,

but if you take the Money Order and Savings Bank branches, there are only a very limited number of men employed there as compared with the whole staff, so that it would be a little difficult to have all the hands employed in one of the larger branches passing through either of those branches.

Q. I know it would, but the officials in the Money Order and Savings Bank branches get three weeks' holidays yearly?—A. Oh, yes.

Q. And the work of the branch is going on whilst they are away?—A. Yes, but I would say in that respect there are only ten or eleven men in that branch.

Q. When one of that particular branch takes his holidays how is his work done?—A. They go one at a time.

Q. Then the remaining ten or eleven do his work whilst he is away, is that it?—A. We generally get in a temporary hand to do it.

Q. Would it not be better to get a permanent hand from one of the other branches to go in there?—A. It would, certainly, and it has been done to some extent, but not as regularly as it might be. I believe it would have a good effect if the men were made *au fait* with all the work in the different branches that is in the money order, savings, registration and delivery; outside of that there are practically no other branches. It really takes a long time for a man to get posted in the despatch branch and to learn the routine of distribution, and it is the same way in the delivery branch because there are details which a man does not grasp very quickly, and it is only time that gives him experience. That might be done in these branches.

Q. Generally speaking, it would be a benefit to the service if the people employed in the office had a general understanding of the duties of all the branches of the office—A. There is no doubt of that.

Q. There are only daily returns made to the department at Ottawa?—A. Yes, sir.

Q. From the accountant's branch?—A. No, sir, they are made from the assistant postmaster's office.

Q. All the chiefs of the different branches send their returns to the assistant postmaster?—A. Yes, sir.

Q. The accountant of the savings bank and the registration and everything else is all sent to the assistant postmaster?—A. Yes, that is as far as the staff is concerned.

Q. And then the assistant postmaster sends them on?—A. Yes, I generally do them myself.

Q. When is your office closed here for the sale of stamps to the public?—A. Do you mean for retailing stamps?

Q. Yes?—A. They close at 7 o'clock, that is the regular stamp vendor, and then we assume the sale of stamps until 10 o'clock at night.

Q. When do you cease to sell to the dealer?—A. Well, practically early in the afternoon.

Q. The banks close at 3 o'cock?—A .Yes.

Q. You have a certain amount of money always on hand not deposited?—A. Yes, sir, but not from that source, it is more from the money order and savings bank.

Q. But you have a certain amount of money necessarily lying over night?—A. Yes.

Q. At what hour do you deposit your money with the banks?—A. Close to 3 o'clock.

Q. And then you deposit as much as you can?—A. As much as we can.

Q. Then the balance has to remain until next morning?—A. Yes.

Q. There is no help for that?—A. I do not see any.

Q. What kind of vaults have you?—A. We have a good vault, a brick vault, and the stamps and post cards are kept in the vault, but the money is now kept in an ordinary burglar proof safe.

Q. Who has the keys of that?—A. Well, the clerk in charge, the accountant in the Money Order branch.

SESSIONAL PAPER No. 29a

Q. The money derived from the sale of stamps is put in this burglar-proof safe, is it not?—A. Yes, it is all handed over to the Money Order branch.

Q. You say that the sale of stamps goes on until 10 o'clock at night?—A. Pardon me, that is not the post office, the stamps are sold to the public by the stamp vendor.

Q. Yes, he has a stall in the building?—A. Yes, that is his own private affair.

Q. But after he closes up at 7 o'clock?—A. He hands us over a certain amount of stamps which we sell on his behalf, these stamps have not been paid for by the department.

Q. Anything he turns over to you is at his own risk?—A. Yes, sir.

Q. And you go on selling at his risk until about 10 o'clock at night?—A. Yes.

In reference to the night work, I do not think it would be very easy to make a change, unless it was for a certain length of time, because as I was telling you a few minutes ago, we find a difficulty in obtaining willing men for the night work. They have always more or less good reasons to bring forth against it, and when we find a man is willing to work at night time we are glad to have him continue to do so.

Q. But Mr. Coffey is quite a young man?—A. Yes.

Q. And you are not always lucky in having a man like Mr. Coffey?—A. No, we were lucky in having Mr. Chandler who preceded him.

Witness retired.

To the Honourable the Royal Commission appointed to inquire into Matters pertaining to the Civil Service of Canada

On behalf of the employees of the Montreal post office we beg to submit that since the establishment of the scale of salaries now in force the cost of living has increased 40 per cent, and to meet this ever-increasing cost we beg respectfully to ask that our salary be increased at least 33⅓ per cent, this placing Civil Service employees on the same footing as 20 years ago.

It is an indisputable fact that all classes of labour have been advanced at least 33⅓ per cent during the last ten years, and more than 50 per cent since the establishment of the present Civil Service scale of wages. This in a large extent is due to the fact that living in a large city like ours is manifestly more expensive than in smaller cities. The cost of car fare, for instance, alone being a very large item each month. We would, therefore, humbly submit that the commission take into consideration that, in our humble opinion, the time has now come when classification of cities be established, such as is done in the United States, as larger salaries are needed to meet the expensive cost of living in such cities.

With further reference to the subject of the increased cost of living, see exhibit A, attached herewith.

EXAMINATIONS.

We recommend the establishment of the preliminary and qualifying examinations—preliminary for carriers and porters and qualifying for clerks. Experience shows that such examinations had the effect of bringing a better class of men into the service.

CLASSIFICATION.

We beg respectfully to recommend that the fourteen different classes now existing in city post offices be abolished, and that in addition to the assistant postmaster and superintendent three classes only be established, namely, first, second and third. (Third class to include third class clerks, letter carriers and porters.) Second class

to include clerks having had ten years' service and having the proper qualifications; first class to include all clerks in charge of branches and those doing specific duties.

SALARY.

In reference to the foregoing recommendations for the establishment of three classes only, in addition to the assistant postmaster and superintendent, we beg to recommend that the following be the scale of salaries:—

Third-class clerks.—To commence at $500 per annum, with an annual increase of $100 up to $900, and then advanced by an increase of $50 per annum up to the maximum of that class, which should be $1,200.

Letter carriers and porters.—To be placed at the same salary as third-class clerks, and if their services are satisfactory after five years, that they may be given a clerkship on the recommendation of the postmaster, without being obliged to pass the qualifying examination.

Second-class clerks.—To comprise persons who have passed through the various stage of the third class—promotions to this class to be made in order of seniority, all things being equal. The salary of this class to commence at $1,300, with an annual increase of $100 until $1,400 is reached, then $50 annually until $1,600 is reached, which shall be the maximum of this class. The number of second-class clerks to be at least 25 per cent of the inside staff of this office.

First-class clerks.—Salary of this class to commence at $1,700 and advance by annual increases of $100 up to $2,000, which should be the maximum of this class.

Office superintendent.—Salary of superintendent to be fixed at $2,500 annually.

Assistant postmaster.—Salary of assistant postmaster to be fixed at $3,500 annually.

SUNDAY WORK.

An item that we desire to bring to the notice of the commission is that of Sunday work, which is a necessity here, and which we consider as extra work, and in our opinion should be paid for at the rate of double time, the same as is done in all other concerns. We would at the same time suggest that extra pay may be allowed for overtime, the same as is done in the customs and other places.

LEGAL HOLIDAYS.

We also beg to recommend that it would be in the interest of the service to keep this office open on legal holidays, and give the same service as on any other day; our experience for the last few years being that it is an absolute impossibility to do the work properly by working only half a day on such holidays. This half day on holidays demoralizes the business of the office for the next day or two. As a recompense for those obliged to work on such holidays we beg to ask that the annual leave be four instead of three weeks.

AGE.

In our opinion the question of age should receive the serious consideration of the Commission. We would respectfully suggest that the entrance age be between eighteen and twenty-five.

TEMPORARY EMPLOYEES.

We beg to recommend that temporary employees now in the service who do work of a permanent nature and who entered the service under thirty years of age be made permanent, and that temporary employees now in the service who entered the service when over thirty years of age be granted a per diem allowance of $2.50 and receive

two weeks annual leave ; that in future no temporaries should remain in the service as such over six months, and that pay in all such cases be $2.50 per day.

CITY SORTERS ON MAIL TRAINS.

We also beg to recommend that employees in this office who sort mail for city delivery on incoming mail trains be granted mileage, the same as railway mail clerks.

SUPERANNUATION.

We strongly recommend the abolition of the retirement fund, and the re-establishment of the superannuation system, as heretofore, with the exception that clerks after twenty-five years, and carriers after twenty-one years of service may retire, if they wish to do so. The advantages of the superannuation system over the retirement fund are so obvious that we need hardly point out that efficient employees have no reward before them by persistency of service under the retirement fund, and are free to choose their own time of withdrawal, while at the same time there are the usual constraints put upon an inefficient employee to remain in the service. In further connection with the subject see Exhibit B.

In conclusion we beg respectfully to draw the attention of the honourable Commission to the fact that our exhibit showing the increased cost of living covers only increases of recent years, and that this increase is ever climbing upwards, is we think, emphasized by the fact that during the present week we are notified that bread is advanced 2 cents per loaf, milk 8 cents per gallon and coal 75 cents per ton.

The whole respectfully submitted.

(Signed)

E. BARCELO,
J. TAYLOR,
A. E. MORIN,
H. CHANDLER,
A. JACQUES,
T. CALLAGHAN.

MONTREAL, September 11, 1907.

We respectfully beg to append to our memorial the following statement showing increase of revenue, etc., for this office since April, 1907, over corresponding months during 1906.

Months.	1906.	1907.	Increase.
	$ cts.	$ cts.	$ cts.
April	53,890 50	69,533 89	15,643 39
May	59,160 00	74,058 00	14,898 00
June	54,138 00	67,412 47	13,274 47
July	57,053 48	70,830 50	13,777 02
August	61,477 37	74,888 46	13,411 09

This statement shows the revenue from the sale of postage stamps to local dealers alone. Other sources of revenue from money order, postal notes, &c., are not compared herein.

BRITISH MAIL RECEIVED.

Months.	1906.	1907.	Increase.
	Sacks.	Sacks.	Sacks.
May	1,079	1,524	445
June	991	1,570	579
July	1,003	1,446	443
August	1,064	1,697	633

BRITISH MAIL FORWARDED.

	Lb.	Lb.	Lb.
April —Letters	8,401	12,858	4,457
Papers	28,431	46,630	18,199
May —Letters	10,479	12,872	2,393
Papers	32,172	37,984	5,812
June —Letters	10,372	13,639	3,267
Papers	34,126	39,347	5,221
July —Letters	11,121	14,220	3,099
Papers	38 450	45,434	6,984
August—Letters	11,094	15,887	4,793
Papers	39,876	47,208	7,332

Registered letters and parcels registered during 1906-7:—

	No.	No.	No.
April	85,963	103,578	17,615
May	88,312	100,527	12,215
June	90,032	93,524	3,492
July	88,426	100,975	12,549
August	87,669	100,950	13,281

In connection with the above, we beg respectfully to point out that Montreal is a distributing centre for the Dominion, and is obliged to handle very large quantities of matter which is credited to the revenue of other places.

We would also like to point out that this city is very cosmopolitan, and on that account the legal holidays are not generally and equally observed by the trade. This explains why we have to work on such holidays almost as much as on ordinary days.

EXHIBIT 'B.'

The Superannuation Fund.

The principal reasons for its maintenance and the conditions in which it should be established:—

I.

Its re-establishment would be as much in the interest of the department as that of the employees.

1. We are in an era when the Governments of the other countries, the directors of large financial and educational institutions, even the religious institutions, establish pension funds for their employees. We, therefore, conclude that it would be very advantageous for the Government of Canada to establish this very system as it is done elsewhere.

2. The department through the pension fund would insure the permanent services of better qualified employees, because when an employee has been several years

in the service, the prospect of it holds him to his post, whereas without it he is tempted to leave for more lucrative positions.

II.

It would also be in the interest of the employee:

1. The salaries of the Post Office Department being lower than that of other institutions requiring the same qualifications, there must be a serious inducement for a man to accept a position in this department, and keep it when he has obtained it.

Moreover, the past experience has always demonstrated that it was easier to retain the services of well qualified employees, because notwithstanding the fact that the salary was not exorbitant, the prospect of a pension fund was in reality a great inducement for them to stay.

2. Although it is the apparent intention of the department to increase the salaries, it would be only to help the employees to a limited degree to face the requirements, because we firmly believe that it would be desultory to hope for a real tangible increase, that would be proportionate to the actual cost of life.

We must, therefore, conclude that if it has been impossible to make any savings up till now, there would be hardly any possibility of making any after the projected increase.

3. Another motive imposes itself: it is the security that the pension fund gives in case of invalidity through illness, old age or debility.

I here mention the case of debility, because it is a general cause of invalidity in the postal service. The work requires a greater degree of energy than in any other department, because it necessitates a concentrated and constant attention, and the means of recuperation, in the majority of cases, are almost nil through the irregularity of the hours of duty, or rest, of meals, and the frequent changes of habits required by the service.

If, for instance, a man has work in day time during a year or two, and that he is called to change to night work, he must necessarily change completely his habits of living. Then, the waste of nervous energy increases, imperceptibly perhaps, but constantly and surely.

4. We were lately informed by the papers that thirteen clerks in St. John, N.B., post office, had become insane since 1893. The cause was attributed to the unsanitary state of the building, but a well posted person on the nervous tension exacted for post office work will readily attribute this state of things to the constant strain on him.

In conclusion we would like to draw your special attention on the re-establishment of the pension fund. What induces to-day several employees to option for the present system called the 'Retirement Fund,' is the fact that there is not a fair equilibrium between the contribution to the pension fund, and the prospect of enjoyment of the superannuation. The chances are almost all on the side of the department if the employee cannot obtain his superannuation before the sixty-year age limit. It has been demonstrated that under these conditions the number of those who have been fortunate enough to enjoy the superannuation has always been extremely small. This is the main reason why the actual has been preferred by a certain number of employees, as they believed it is preferable to draw a smaller amount of retiring than contribute to a fund with such limited prospects of enjoyment.

Therefore, we respectfully suggest, that the pension fund be demandable after twenty-five years service. England, France and Belgium have pension funds of this kind, and Canada should adopt them too.

We might add to the preceding suggestions that at the age when a man has given twenty-five years of his life to the service, that his health is so shattered either through illness or the multiplied exigencies of the service, that he shortens his existence in continuing under these conditions.

He is not yet incapable of work, but if he had the option of asking for his superannuation he could take a well deserved and needed rest and insure himself a long

lease of life, because notwithstanding the woes and tribulations of this life, we naturally want to cling to it as long as possible.

We can affirm here that the majority of the employees under the actual system would prefer the Pension Fund System,if it was re-established with this stipulation that it could be demandable after twenty-five years' service.

(Signed) T. A. GIROUX.

MONTREAL, September 11, 1907.

SUMMARY.

Exhibit A.

Groceries,..	advanced from	25 to 30	per cent.	See Exhibit 1
Meats..	"	20 to 25	"	" 2
Provisions..	"	25 to 30	"	" 3
Milk and cream	"	20	"	" 4
Dry goods..	"	25 to 30	"	" 5
Bread	"	20 to 25	"	" 6
Furniture	"	25 to 30	"	" 7
Coal..	"	20 to 25	"	" 8
Hardware..	"	25	"	" 9
Ice..	"	60	"	" 10
Real Estate	"	33⅓	"	" 11

MONTREAL, le 29 juin, 1907.

J. R. C.,

CHER MONSIEUR,—Nous vous exposons respectueusement quelques uns des motifs pour lesquels nous demandons une augmentation de salaire, nous vous soumettons donc humblement que le coût de la vie a augmenté considérablement depuis nombre d'années.

Epiceries..	augmentation de	25 à 30	p. 100	voir Exhibit n° 1
Viandes...	"	20 à 25	"	" 3
Provisions..	"	25 à 30	"	" 3
Lait et Crême..	"	20	"	" 4
Marchandise sèche...	"	25 à 30	"	" 5
Pain..	"	20 à 25	"	" 6
Meubles..	"	25 à 30	"	" 7
Charbon..	"	20 à 25	"	" 8
Ferronnerie.	"	25	"	" 9
Glace..	"	20	"	" 10

Une autre question non moins importante est la question sociale qui a aussi son importance et ses obligations.

Respectueusement soumis,

(Signed) W. H. PRUDHOMME.
L. J. FILION.
L. D. A. R. DE COTRET.

A. DIONNE, SON & Co.,

WHOLESALE AND RETAIL GROCERIES AND MEATS.

MONTRÉAL, le 19 juin 1907.

MONSIEUR,—A votre demande de renseignements concernant l'augmentation de la valeur des marchandise depuis les deux à trois dernières années nous constatons une augmentation par cent sur les:—

Epiceries	de 20 à 25
Provisions	" 18 à 25
Poissons..	" 10 à 15
Volailles..	" 35 à 40
Viande..	" 30 à 40

(Signé), A. DIONNE FILS & Co.

MATHEWSON'S SONS,
WHOLESALE GROCERS.

MONTREAL, June 14, 1907.

R. DECOTRET, Esq.

DEAR SIR,—We think it is within the mark to say that the bulk of goods in our line have advanced twenty-five per cent in the last fifteen years.

Yours,
MATHEWSON'S SONS.

HUDON, HEBERT & CIE.
D'ÉPICERIES, VINS ET LIQUEURS.

MONTRÉAL, 25 juin 1907.

M. J. L. GABOURY,
Sous-directeur des postes,
Montréal.

MONSIEUR,—Nous avons reçu votre lettre du 21 juin. Au sujet des articles de consommation qui font l'objet de notre commerce, après étude, nous constatons que dans la dernière décade, il s'est produit, en moyenne, une hausse de 15 pour 100, et ceci au bas mot. Cette hausse s'applique aux articles de toute première nécessité comme à d'autres qui sont en très grand usage.

Nous espérons que cette information vous sera d'utilité pour le but que vous avez en vue.

Bien à vous,
(Signé) HUDON, HEBERT & CIE, LIMITÉE.
ZEPH. HÉBERT, gérant.

JOSEPH LAMOUREUX & Co.,
MANUFACTURERS OF CHEMICAL PRODUCE, FRENCH BLACKING, STOVE POLISH, CONCENTRATED LYE, JAMS AND JELLIES, ETC., ETC.

MONTRÉAL, 21 juin 1907.

Monsieur R. DE COTRET,
Chef de la station C.

En réponse à votre demande, savoir l'augmentation du coût de la vie, nous pouvons vous dire que les marchandises dont nous faisons le commerce ont certainement augmenté de 25 à 30 pour 100 et nous avons augmenté le salaire de nos employés en proportion.

Vos dévoués,
(Signé) JOS. LAMOUREUX & CIE.
E. B.

HERRON-LEBLANC, LIMITED.
MARBOTTE, LEBLANC & COMPANY.
WINDSOR COFFEE AND SPICE STEAM MILLS.

MONTRÉAL, 22 juin 1907.

M. R. DE COTRET,
Chef de la Station Postale C.,
Montréal.

CHER MONSIEUR,—Notre opinion ayant été solicitée, nous recommandons au département des Postes ce que nous avons fait nous-mêmes à nos employés et nous

voyons qu'une augmentation de salaire est urgente vu le coût de la vie qui a augmenté de 25 pour 100 depuis quelques années. Veuillez nous croire, cher monsieur,

Vos humbles serviteurs,

(Signé) HERRON-LEBLANC, LIMITED,

JOSEPH LEBLANC, *Président.*

SUGARS & CANNERS, LIMITED,

MAPLE SYRUP. MAPLE SUGAR.

MONTREAL, June 21, 1907.

Mr. R. DECOTRET,
Chief Post Office Station C,
Amherst Street, Montreal.

DEAR SIR,—Agreeable with your request, we unhesitatingly state that we are in a position to know that the cost of living has increased during the past ten years from 25 to 30 per cent, and we have increased our workmen's pay in this proportion.

Yours truly,

(Signed) SUGARS & CANNERS, LIMITED.

J. C. GARDINER, *Mgr.*

ÆTNA BISCUIT COMPANY, LIMITED.

MONTRÉAL, 21 juin 1907.

M. R. DECOTRET,
Bureau poste, rue Amherst,
Montréal.

MONSIEUR,—En réponse à votre demande de vous donner notre opinion sur l'augmentation du coût des produits et aliments nécessaires à la vie, nous croyons pouvoir vous certifier que depuis quelques années le coût en est monté de vingt-cinq à trente pour cent, et que pour ces raisons nous sommes obligés de payer nos employés beaucoup plus cher qu'avant.

Vos dévoués,

(Signé) ÆTNA BISCUIT COMPANY, LTD.

Per J. B. S. Prés.

MASSON ET ST-GERMAIN,

FABRICANTS DE BISCUITS ET SUCRERIES.

MONTRÉAL, 19 juin 1907.

M. R. DECOTRET,
En ville.

CHER MONSIEUR,—En réponse à votre demande verbale nous déclarons que dans notre estimation le coût de la vie est augmenté d'au moins 25 à 30 pour 100 comparé à il y a dix ans.

Vos tout dévoués,

(Signé) MASSON ET ST-GERMAIN.

WILLIAM GALBRAITH & SON,

WHOLESALE GROCERS

MONTREAL, June 17, 1907.

THOMAS LAMOUREUX, Esq.,
Montreal.

DEAR SIR,—Referring to our conversation regarding the proportionate cost of living now and say fifteen to twenty years ago.

SESSIONAL PAPER No. 29a

I have no hesitation in stating that considering the advance in rents and in fact nearly all the necessaries of life, the cost of living has advanced from 25 to 35 per cent.

Then it must be remembered that the pay for ordinary labourers twenty years ago was $1 to $1.25 per day, whereas, to-day similar men are getting from $9 to $10 per week.

Yours very truly,
(Signed) WM. GALBRAITH.

LAPORTE, MARTIN ET CIE.
MONTRÉAL.

MONTRÉAL, CAN., 14 juin 1907.

M. R. DECOTRET,
Chef du bureau de poste, station "C",
Ville.

MONSIEUR,—En réponse à votre demande nous devons vous déclarer que depuis une quinzaine d'années, le prix des marchandises en général a augmenté de 25 à 30 pour 100.

Espérant que cette information pourra vous être de quelque utilité, nous nous souscrivons.

Vos dévoués,
(Signé) LAPORTE, MARTIN ET CIE,
Per L. A. Délorme, sec.-trés.

L. CHAPUT, FILS ET CIE.

MONTRÉAL, 19 juin 1907.

M. R. DE COTRET,
En ville.

MONSIEUR,—Répondant à la question que vous nous posez sur l'augmentation du coût de la vie à Montréal depuis une quinzaine d'années, nous n'hésitons pas à déclarer que l'augmentation est au moins de 25 à 30 pour 100 de plus.

Nous verrions avec becoup de plaisir une augmentation proportionnelle dans les salaires des employés du bureau de poste.

Espérant que le gouvernement agréera favorablement votre suggestion, nous demeurons,

Vos dévoués,
(Signé) L. CHAPUT, FILS ET CIE.

N. COLLIN & CIE,
MARCHANDS ÉPICIERS.

MONTRÉAL, 17 juin 1907.

Nous, soussignés, déclarons par la présente que depuis de dix ou quinze ans le prix des marchandises d'épicerie ont certainement augmenté de 25 à 30 pour 100.

(Signé) N. COLLIN ET CIE.

D. C. BROSSEAU, & CIE, LIMITÉE,
EPICIERS EN GROS.

MONTREAL, June 17, 1907.

R. DE COTRET, Esq.,
City.

DEAR SIR,—As it has been experienced by the past ten or fifteen years the cost of living has considerably grown up.

Cost of labour and salaries in all branches consequently have all been advanced and we would see it convenient for all Government employees in the post office to have their salaries increased proportionately to the high cost of living.

Dear, sir, yours truly,
(Signed) D. C. BROSSEAU & CO.,
Limitée.
Per S. DESCHALETETS,
Secretaire.

L. O. D'ARGENCOURT,
EPICIER ET MARCHAND DE VINS.

MONTREAL, 19 juin, 1907.

M. D. R. DE COTRET,
Maison de poste,
Montréal-Est.

CHER MONSIEUR,—En réponse à votre demande de renseignements au sujet du coût de la vie aujourd'hui comparé à ce qu'il était il y a quinze ans passés, je désire vous informer que je considère que les choses les plus nécessaires à la vie coûtent maintenant 25 à 30 pour 100 de plus qu'il y a une quinzaine d'années.

Prenons, par exemple, les œufs qui se vendaient autrefois 2 douzaines pour 25 cents, et qui ne se vendent jamais maintenant moins que 20 cents la douzaine.

Le beurre, le saindoux, le lard, le jambon, le bacon, les fèves, les pois, sont augmentés d'au moins 15 à 25 pour 100. Le saindoux qui se vendait 10 cents la livre vaut aujourd'hui 16 cents, le lard qui se détaillait 9 et 10 cents se vend aujourd'hui 15 cents, ainsi de suite.

Les fruits, légumes et viandes de conserves (*canned goods*) ont subi une hausse de 15 à 25 pour 100.

Le prix du savon et autres articles pour le lavage est augmenté de 10 à 12 pour 100.

Les biscuits ont monté de 12 à 15 pour 100.

Je puis ajouter qu'il n'est pas probable que les prix ci-dessus mentionnés subissent une baisse avant longtemps, si jamais cela arrive.

Bien à vous,
(Signé) L. O. D'ARGENCOURT.

VIAU ET FRÈRE,
MANUFACTURIERS DE BISCUITS, ETC.

MONTRÉAL, 17 juin 1907.

M. R. DE COTRET,
Ville.

CHER MONSIEUR,—En réponse à votre demande verbale, nous déclarons que dans notre estimation, le coût de la vie est augmentée d'au moins 25 à 30 pour 100, comparé à il y a dix ou douze ans.

Nous serions heureux de voir le gouvernement prendre votre demande en considération et vous accorder une juste augmentation de salaire.

(Signé) VIAU ET FRERE,
J. B. DEGUISE, *gérant.*

SESSIONAL PAPER No. 29a

LOCKERBY BROS., LIMITED,
WHOLESALE GROCERS, TEAS, COFFEES AND SPECIALTIES.

MONTREAL, June 17, 1907.

THOMAS LAMOUREUX, Esq.,
City.

DEAR SIR,—Replying to your conversation over the 'phone of recent date *re* cost of living, would sav that to my knowledge the cost of living is 25 per cent more to-day than it was ten years ago.

Trusting this will be of service to you in obtaining your advance.

I remain, yours very truly,
(Signed) A. L. LOCKERBY.

DIAMOND FLINT GLASS CO.)LIMITED).
MONTREAL WORKS.

MONTREAL, June 21, 1907.

R. DE COTRET, Esq.,
Post Office, Station C.,
Amherst St., Montreal.

DEAR SIR,—Replying to your inquiry regarding the increased cost of living in Montreal. From our own experience we know that the cost of rents, food, &c., has increased a great deal during the past few years, and we are now paying the majority of our employees about 20 per cent more wages than formerly.

Yours truly,
(Signed) DIAMOND FLINT GLASS CO., LTD.,
Montreal Wroks.

N.M.Y, E.W.

J. S. STANFORD,
JELLIED AND DELICATELY PREPARED MEATS.

MONTREAL, June 21, 1907.

Mr. L. FILION,

DEAR SIR,—Please find as follow a statement showing the increase in the following meats, poultry and vegetables.

RETAIL PRICES.

Year.	Beef.	Pork.	Lard.	Veal.	Chickens.	Turkeys.	Ducks.	Geese.	Vegetables.
1904	5-17	6-16	5-15	4-15	11-17	12-17	12-15	10-12	Marked increase, 5 to 15 p.c.
1905	5-17	6-17	5-15	4-15	10-16	12-18	12-15	10-13	
1906	5-18	6-18	5-17	4-17	10-18	13-18	13-17	12-14	
1907	5-20	6-18	6-20	5-20	12-20	14-20	13-17	11-13	

A. DUFORT,
BOUCHER.

MONTRÉAL, 19 juin 1907.

Je, soussigné, déclare par la présente que depuis une quinzaine d'années le lard a certainement augmenté au moins de 20 à 30 pour 100.

(Signé) NAZ. DUFORT.

RACETTE FRÈRES,
BOUCHERS.

MONTRÉAL, 19 juin 1907.

Nous, soussignés, déclarons par la présente que le coût du lard a augmenté d'au moins 25 à 35 pour 100 depuis quinze ans.

(Signé) RACETTE FRERES.

ALFRED RICHARD,
FRESH BEEF, SALTED, SALT TONGUES, MUTTON AND VEAL.

MONTRÉAL, 19 juin 1907.

Je, soussigné, déclare par les présentes que les viandes ont augmentées de 20 à 25 pour 100 depuis les dernières dix années.

(Signé) ALFRED RICHARD,
19 marché Bonsecours,
Montréal.

WM. CLARK, PACKER AND PRESERVER OF MEATS,

MONTREAL, June 17, 1907.

MR. THOMAS LAMOUREUX,
City.

DEAR SIR,—Replying to our conversation over the 'phone of recent date *re* cost of living, would say that to my knowledge the cost of living is 25 per cent more to-day than it was ten years ago.

Trusting this will be of service to you in obtaining your advance, I remain,

Yours truly,

(Sgd.) W. CLARK.

DANIEL FURLONG,
WHOLESALE AND RETAIL DEALER IN CHOICE BEEF, &C.,

MONTREAL, June 19, 1907.

L. FILION, Esq.,

DEAR SIR,—In response to your request about the relative prices of fresh meats now and the past few years what increase in the price to the consumer, and if increase, what in my opinion is the cause.

Beef, alive or dead, is from 25 to 35 per cent dearer than it was three years ago, and the same can be said of all other meats; the increased cost to householders may be traced, firstly, to the greater export trade, and also to the rapid rise in wages of help and the very great increase of feed of all kinds, also the shortage of hay are reasons for the unusual conditions of affairs. There are, no doubt, perhaps some other minor causes which will develop more in time, but the main cause I believe to be the foregoing.

Hoping this will meet your requirements,

I beg to remain,

(Sgd.) D. FURLONG, *per M F.*

GEO. DUBOIS,
BOUCHER.

MONTRÉAL, 28 juin 1907.

M. R. DE COTRET,
Chef de la station C,
Rue Amherst.

MONSIEUR,—En réponse à votre demande, je dois vous dire que depuis une quinzaine d'années les viandes sont augmentées sans exagérer 25 à 30 pour 100, et que le

coût de la vie est augmenté en proportion, et il serait désirable que le gouvernement prendrait en considération cette augmentation du coût de la vie actuelle pour rendre justice aux employés du bureau de poste en général.

Je suis votre, etc.,
(Signé) GEORGES DUBOIS.

W. CHAMPAGNE.

MONTRÉAL, 19 juin 1907.

M. R. DE COTRET.

Je, soussigné, déclare que depuis douze à quinze ans les provisions ont augmentées de 15 à 30 pour 100.

(Signé) W. CHAMPAGNE.

J. A. VAILLANCOURT,
NÉGOCIANT COMMISSIONAIRE.

MONTRÉAL. CANADA, 22 juin 1907.

M. R. DE COTRET,
Chef de la station postale C,
Département des Postes,
Rue Amherst, Montréal.

MONSIEUR,—En raison de l'augmentation constante dans les prix des produits alimentaires et autres, loyers, etc., je crois qu'une augmentation proportionnée serait bien justifiée et approuvée.

Agréez, monsieur, l'expression de mes sentiments dévoués et salutations empressées.

(Signé) J. A. VAILLANCOURT.

THE GUARANTEED PURE MILK COMPANY.
MONTREAL.

STATION 'B,' MONTREAL, June 21, 1907.

SIR,—Will you be so kind as to favour me with a statement of the increase in the price of milk and cream, for the last three to five years, and oblige,

Yours very truly,
(Signed) L. FILION,
Clerk in charge.

The only increase in price of milk and cream during the last five years took place on May 1, 1907, when an increase of 1 cent per quart on milk and an increase of 5 cents per quart on cream has been in force since the above date.

Yours truly,
(Signed) THE GUARANTEED PURE MILK CO.
Per A. LOYNACHAN.

R. J. INGLIS,
HIGH CLASS CIVIL AND MILITARY TAILOR.

MONTREAL, June 26, 1907.

L. FILION,
Station 'B,' Montreal.

DEAR SIR,—Replying to yours of the 21st inst., would say that fifteen per cent is the closest we can figure in the advance of clothing in the last four or five years.

Yours truly,
(Signed) R. J. INGLIS.
Per D. S. INGLIS.

DUPUIS FRÈRES,
LE GRAND MAGASIN DÉPARTEMENTAL DE L'EST.

MONTRÉAL, 18 juin 1907.

M. R. DE COTRET,
Chef du bureau de poste,
Station C.

MONSIEUR,—En réponse à votre demande, nous vous informons que depuis une dizaine d'années il y a eu une augmentation de 20 à 25 pour 100 dans le prix des marchandises que nous débitons.

Bien à vous,
(Signé) DUPUIS FRERES.

A. McDOUGALL & Co.

MONTREAL, June 19, 1907.

Mr. R. de COTRET,
Montreal.

DEAR SIR,—In answer to your inquiry regarding the increase in our lines of goods since fifteen years we beg to say that there has been an increase of price of not less than 20 per cent to 25 per cent during that time, and we are certainly pleased to give you that information.

Yours truly,
(Signed) A. McDOUGALL & Co.

THE DOMINION OIL CLOTH Co., LIMITED.

MONTREAL, June 21, 1907.

R. DE COTRET, ESQ.,
Chief, Post Office Station C.,
Amherst St., Montreal.

DEAR SIR,—In reply to your inquiry the writer has no hesitation in stating that the cost of house rents, supplies and many articles of wearing apparel has increased very considerably in Montreal during the past ten years.

Yours very truly,
(Signed) THE DOMINION OIL CLOTH CO., LTD.
JOHN BAILLIE, *Man. Director.*

FINLEY, SMITH & Co.,
WOOLLENS AND TAILORS' TRIMMINGS.

MONTREAL, June 20, 1907.

Mr. R. DE COTRET,
Chief, Post Office, Station C.,
Amherst St., City.

DEAR SIR,—In reference to the matter of the price of woollens, we have no hesitation in saying that there has been an increase of twenty-five to thirty per cent, in the cost during the past fifteen years.

Believe us,
Yours truly,
(Signed) FINLEY, SMITH & CO.

SESSIONAL PAPER No. 29a

MAISON VALLIÈRES,
IMPORTATEURS DE NOUVEAUTÉS.

MONTRÉAL, 15 juin 1907.

M. R. DE COTRET,
Chef du bureau de poste,
Station C.

MONSIEUR,—Il est bien reconnu de tous, que la vie coûte beaucoup plus cher depuis quelques années; pour notre part, nous sommes obligés de payer de 20 à 25 pour 100 plus cher à nos employés, nous espérons que le gouvernement rendra justice aux employés du bureau de poste, qui, en général, ont des salaires insuffisants pour subvenir à leurs besoins.

Bien à vous,
(Signé) A. S. VALLIERES ET CIE.

HODGSON, SUMNER & Co., LIMITED,
IMPORTERS OF DRY GOODS.

MONTREAL, June 19, 1907.

Mr. R. DE COTRET,
Section C, Post Office,
Amherst Street, City.

DEAR SIR,—In answer to the inquiry made, in your behalf, this morning, we beg to say that the prices of such goods as we deal in have been advancing materially for some years past, and that, in so far as the cost of living is affected by the use which must be made of such goods, such cost of living must necessarily be higher than it was some years ago. That, speaking generally, the cost of living is much higher to-day than it was some years ago is, of course, an obvious fact.

Yours truly,
HODGSON, SUMNER & CO., LIMITED,
JOHN T. CARROLL, *Secretary.*

GREENSHIELDS. LIMITED,
DRY GOODS, WHOLESALE.

MONTREAL, June 17, 1907.

Mr. R. DE COTRET,
City.

DEAR SIR,—Referring to your inquiry about the increased cost of living in the city, we believe in the past fifteen years it must have gone up at least from 20 to 25 per cent. Salaries and cost of labour have all been advanced, and we hope to hear that the Government employees in the post office will have their salaries increased in proportion to the increased cost of living.

We are, dear sir, yours truly,
GREENSHIELDS LIMITED,
E. E. B. FETHERSTONHAUGH, *Director.*

THE NEW YORK SILK WAIST M'F'G CO., LIMITED.

MONTREAL, June 19, 1907.

Mr. R. DE COTRET,
City.

DEAR SIR,—In reply to your inquiry with regard to the increase in cost of living in this city, we have no hesitation in affirming that during the last fifteen years it has

certainly shown an increase of not less than 25 per cent; in some localities owing to the scale of rents it would show even as much as 30 per cent. We certainly should be well satisfied if the Government could see their way clear to increase the salaries of our excellent post office clerks, officials and postmen also.

Yours truly,

THE NEW YORK SILK WAIST M'F'G CO., LIMITED,

J. S. LEO, *Secretary-Treasurer.*

A. O. MORIN ET CIE,

IMPORTATEURS ET MANUFACTURIERS.

MONTRÉAL, 17 juin 1907.

M. R. DE COTRET,

Chef du bureau de poste, station "C',

Montréal.

MONSIEUR,—Nous vous prions de vouloir bien noter que depuis une quinzaine d'années les prix des différentes marchandises ont augmenté de 25 à 30 pour 100.

Agréez, monsieur, nos salutations amicales,

(Signé) A. O. MORIN ET CIE,

Par R. S. J.

A. RACINE ET CIE,

IMPORTATEURS DE MARCHANDISES SÈCHES EN GROS.

MONTRÉAL, 17 juin 1907.

M. R. DE COTRET,

Chef du bureau de poste,

Station C.

MONSIEUR,—En réponse à votre demande, nous nous informons que depuis une quinzaine d'années il y a eu une augmentation de 25 à 30 pour 100 sur les prix de la marchandise sèche.

Croyez-nous, monsieur, vos, etc.,

(Signé) ALPHONSE RACINE ET CIE,

Par J. V. B.

MAISON LETENDRE, FILS ET CIE.

MONTRÉAL, 18 juin 1907.

M. R. DE COTRET,

Chef de département, bureau de poste.

MONSIEUR,—En réponse à votre demande. nous déclarons que depuis nombre d'années la marchandise en général est augmentée de 25 à 30 pour 100.

Dans l'espoir que cette information pourra vous être utile.

Vos bien dévoués,

(Signé) LETENDRE, FILS ET CIE,

p. HURTUBUISE, *comp.*

A. LANGLOIS,

BOULANGER.

MONTRÉAL, 26 juin 1907.

CHER MONSIEUR,—En réponse à votre demande, il me fait plaisir de vous donner des explications sur l'augmentation du prix du pain depuis cinq ans.

1. La farine a subi des hausses chaque année variant de 20 à 25 pour 100.
2. Le salaire de nos employés est augmenté de 25 pour 100.

3. L'entretien du roulant est plus dispendieux, tels que réparage des voitures, nourriture des chevaux dont les prix ont subi une hausse de 75 à 100 pour 100 sur les prix de l'an dernier.

4. Les assurances sur le feu ont subi une hausse de 25 pour 100, même plus.

5. Le loyer est augmenté de 30 pour 100.

En un mot notre marchandise n'a pas augmentée si nous comparons les prix de 1902 avec les prix d'aujourd'hui, notre pain a subi une baisse pour nous de 15 pour 100. Veuillez recevoir mes salutations, et je serai toujours heureux de vous renseigner sur nos prix et les causes de toute augmentation.

Votre tout dévoué,
(Signé) ACH. LANGLOIS,
319 rue Mentana.

H. A. WILDER & CV.,
MANUFACTURERS OF AND DEALERS IN FURNITURE, CARPETS, ETC.

MONTREAL, June 26, 1907.

Mr. L. FILION,
Station B., Post Office,
City.

DEAR SIR,—In reply to your letter of June 24, *re* increase in the price of goods in our line for the last three to five years, we may say that the price of furniture has increased from twenty-five to thirty-three and a third per cent during this time.

We trust that this information may be what you require, and remain

Yours truly,
(Signed) H. A. WILDER & CO.

J. O. LABRECQUE ET CIE,
AGENTS POUR LE CÉLÈBRE CHARBON DIAMANT NOIR.

MONTRÉAL, 18 juin 1907.

MONSIEUR,—Lorsque nous sommes entrés en affaire nous vendions notre marchandise comme suit, savoir:—

Le stove	$ 5.25	Maintenant	$ 6.50
L'erable	6.50	"	7.50
L'epinette	5.00	"	6.50
Les slabs	4.00	"	5.50

Nous sommes avec respect,
Vos tout humbles serviteurs,
(Signé) J. O. LABRECQUE ET CIE.

THE F. F. MOORE COMPANY,
COAL AND WOOD.

MONTREAL, June 15, 1907.

Mr. R. DE COTRET,
Post Office 'Station C',
Amherst St., City.

DEAR SIR,—We the undersigned certify that the price of anthracite coal for family use has raised from $5.50 in 1896, to $6.50 in 1907, an increase of $1 per ton.

Yours truly,
(Signed) The F. F. MOORE CO.,
Per J. N. M. DISY.

THE MONTREAL HARDWARE MANUFACTURING CO. (LIMITED).

MONTRÉAL, 21 juin 1907.

M. R. DE COTRET,
Chef, station C,
Département des Postes,
Rue Amherst, Ville.

MONSIEUR,—Nous avons toujours considéré que les employés de votre département étaient ceux des moins rémunérés de tous les départements publics et nous considérons que vous devriez avoir une augmentation de salaire en rapport avec les conditions du jour pour loyer, aliments, etc., lequel n'est certainement pas moins de 25 pour 100 sur celui des cinq dernières années précédentes.

Bien à vous,
(Signé) THE MONTREAL HARDWARE MFG. CO., LTD.
A. G. YON, *Séc.-trés.*

Dict. A. G. Y.,
to D. M.

C. GALIBERT ET FILS,
TANNEURS.

MONTRÉAL, CANADA, 21 juin 1907.

M. R. DE COTRET,

CHER MONSIEUR,—En réponse à votre demande nous venons vous dire que d'une manière générale, le coût de la vie à Montréal a considérablement augmenté depuis quelques années.

Bien à vous,
(Signé) CTE. GALIBERT ET FILS.

THE LETANG HARDWARE CO., LIMITED.

MONTRÉAL, 28 juin 1907.

M. R. DE COTRET,
Chef de la station C,
Bureau de poste, rue Amherst.

MONSIEUR,—En réponse à votre demande, nous avons constaté que depuis une quinzaine d'années, le coût de la vie a certainement augmenté de 25 à 30 pour 100 en considération nous prions le gouvernement de prendre cette augmentation du coût de la vie, pour augmenter le salaire des employés.

Vos tout dévoués,
(Signé) LA CIE DE FERRONNERIE LETANG, LTEE,
G. LETANG.

Le prix de la glace, article indispensable aux familles durant la saison d'été, a augmenté de 60 pour 100 depuis 10 ans, et les documents ci-joints prouvent cet avance.

Quant au coût de transportation, il consiste dans le fait de l'obligation où se trouvent les commis qui vont se loger loin du bureau à cause de la hausse des loyers au centre de la ville, ce qui entraîne une dépense de trois à quatre dollars par mois.

Respectueusement soumis,
(Signé) A. SAURIOL.

NAP. MASSON,
MARCHAND DE GLACE, BOIS ET CHARBON.

MONTRÉAL, 15 juin 1907.

A ceux que ceci peut concerner:

Je déclare que, étant marchand de glace depuis 1895 et que les prix courants pour la glace étaient pour la fourniture à domicile dans le temps de $5 par 10 livres et

qu'actuellement depuis 1906 le prix est de $8 pour $10 livres, et les prix à la tonne en 1895 étaient de $2 et qu'actuellement $3.

(Signé) NAP. MASSON.

N. ARCHAMBAULT,
MARCHAND DE GLACE.

1907.

A ceux que ceci peut concerner:

Je déclare qu'étant marchand de glace depuis 23 ans, et que le coût de la glace depuis 1895 est augmenté de 60 pour 100, en 1895 le coût était de $5 par 10 livres pour la saison, et depuis 1906 le coût en est de $8 par 10 livres.

(Signé) N. ARCHAMBAULT,
Par H. M., *proc.*

NATIONAL TRUST COMPANY, LIMITED,
REAL ESTATE DEPARTMENT.

MONTREAL, July 8, 1907.

J. TAYLOR, Esq.,
City Delivery Branch,
Post Office, Montreal.

DEAR SIR,—In reply to your letter of June 20, I have no hesitation in saying, from the experience we have had in the Real Estate Department of this company, ,that rentals generally have increased from 25 to 33 per cent during the last ten years, and in many cases the advance has been as much even as 50 per cent.

It is unnecessary I think to quote specific cases.

Yours very truly,

(Signed) A. G. ROSS,
Manager.

THE CRADOCK SIMPSON COMPANY,
REAL ESTATE INSURANCE AND FINANCIAL AGENTS.

MONTREAL, July 8, 1907.

F.H.S., E.C.
Mr. J. TAYLOR,
City Delivery Branch,
Montreal Post Office, Montreal.

DEAR SIR,—With reference to your inquiry of June 28, *re* increased cost of living in the city of Montreal, we inclose you, herewith, a table showing the various increases on properties under the management of this office.

Trusting this will be satisfactory.

We remain, yours very truly,

(Signed) THE CRADOCK SIMPSON COMPANY,
Per T. W. R. Shane.

TABLE SHOWING INCREASE IN RENTALS OF VARIOUS PROPERTIES IN 1895 AND 1901 AND 1907.

Street and Numbers.	Old Date.	Rental per Annum.	Present Rental—1907.
33 Wellington street	1895	$ 96—No taxes	$120—No taxes.
35 "	"	96 "	96 "
37 "	"	96 "	108 "
39 "	"	96 "	120 "
1002 St. James street	"	120 "	144 "
1004 "	"	108 "	144 "
1006 "	"	84 "	96 "
Prince Arthur street—Block of upper and lower flats—			
Lowers rented in 1901		144 " and uppers	168 "
" 1907		180 " "	204 "
17 Emily street	1901	186 "	204 "
19 "	"	186 "	204 "
21 "	"	186 "	204 "
97 Osborne street	1895	240 "	300 "
99 "	"	240 "	300 "
101 "	"	240 "	300 "
103 "	"	240 "	300 "
135 Bayle street	"	400 "	400 and taxes. Abt. $65
137 "	"	360 "	400 " "
143 "	"	300 "	400 " "
692 W. Sherbrooke street	"	750 and property taxes.	800 and property taxes.
698 "	"	700 "	750 "
141 Mackay street	"	650 "	750 "

LIVERPOOL AND LONDON AND GLOBE INSURANCE COMPANY.

MONTREAL, July 8, 1907.

J. TAYLOR, Esq.,
Post Office, City.

DEAR SIR,—In response to yours of the 8th inst., I beg to state that the property owned by myself and that of what I controlled has increased 25 per cent these last four years, and the salary of servants and clerks has increased at least that much.

Very truly, yours,
(Signed) CYRILLE LAURIN.

D. W. OGILVIE & Co.,
REAL ESTATE AND INSURANCE BROKERS,

MONTREAL, June 28, 1907.

J. TAYLOR, Esq.,
City Delivery Branch, Montreal Post Office,
Montreal.

DEAR SIR,—We acknowledge receipt of your letter of the 28th instant. We herewith give you a few specific cases of increase in rentals of residential property during the last few years, and trust same will be of some value to you::—

No. 4351 to 4361 Montrose avenue, Westmount, self-contained cottages, five years ago were rented at from $20 to $30 per month, and are now $35 to $40 per month.

Nos. 957 to 965 St. Catherine street west, tenements, five years ago were rented at $18 and $20 per month, and are now $25 and $27.50 per month.

No. 343 Prince Arthur street about ten years ago rented for $25 per month, and now at $35 per month.

A self-contained house on the corner of Tupper street and Seymour avenue seven years ago rented for $22.50, and now rents for $35 per month.

Yours truly,
(Sgd.) D. W. OGILVIE & CO., *Inc., per G. F.*

SESSIONAL PAPER No. 29a

JOHN JAMES BROWN & SON,
REAL ESTATE EXPERTS AND ARCHITECTS,

MONTREAL, June 25, 1907.

J. TAYLOR, Esq.,
General Post Office,
Montreal.

DEAR SIR,—Being asked by you an opinion on the advance of rentals since 1900, I would say the advance since that date has been from 15 to 30 per cent, on the whole, the average being at least 25. Property renting at $10 is advanced to $13 and $14; property renting at $12 advances to $15; property renting at $15 is advanced to $20; property renting at $20 advanced to $25; property renting at $25 is advanced to $30 and $32.50, and so on. For instance, a property on St. Hubert, north of Rachel, where our clients were getting for the lower $13, they are now getting $16.50; where they were getting $15 for the middle they are now getting $20; $18 for the upper, now $22. On Park avenue, above Sherbrooke, tenements renting for $20 are bringing $25; tenements renting for $25 are bringing $30 a month.

The same general increase is throughout the whole of Montreal, and there is no doubt that as Montreal increases in population, which is not problematical, but an absolute fact, rent will increase again. These facts and statements can be corroborated by any other real estate firm of standing in this city.

Yours respectfully,
(Sgd.) FITZJAMES E. BROWNE.

W. ERNEST BOLTON, REAL ESTATE AND FINANCIAL AGENT,

MONTREAL, June 26, 1907.

L. D. A. DE COTRET, Esq.,
Chief of Station C.,
Post Office.

DEAR SIR,—In answer to your inquiries as to increase of real estate values during the past ten years, I beg to state that in my opinion real estate in Montreal has increased from 25 per cent to 40 per cent during that period, and of course rents have gone up accordingly.

Yours very truly,
(Sgd.) W. ERNEST BOLTON.

C. E. L. DESAULNIERS ET FILS,
AGENTS D'IMMEUBLES ET D'ASSURANCES.

MONTRÉAL, 20 juin 1907.

M. R. DE COTRET,
En ville.

CHER MONSIEUR,—En réponse à votre demande verbale, nous déclarons que dans notre estimation, le coût de la vie et les loyers sont augmentés d'au moins 25 à 30 pour 100 comparé à il y a dix ans.

Vos tous dévoués,
(Signé) C. E. L. DESAULNIERS ET FILS.

JOHNSON & GRACE,
REAL ESTATE AGENTS.

MONTREAL, June 19 ,1907.

M. R. DECOTRET,
City.

DEAR SIR,—In answer to your request whether or not the cost of living has increased within the past few years, we would say that the cost of living in general, and

particularly house rents, of which we know something about, has increased in some cases 25 per cent and in some others to 35 per cent, and that we speak from experience of estates which we are the administrators of.

Now, as to food and clothing, I think it is evident to the general public that within the last five years same has increased 25 to 30 per cent. We think in general, that the post office employees are not paid a sufficient salary to meet the daily requirements, which are increasing yearly.

We sincerely hope that our liberal Government will take into serious consideration the question of raising salaries of the post office clerks, which class is the most deserving one.

We remain respectfully yours,
JOHNSON, GRACE & LEPAGE,
Per J. P. GRACE.

MENDOZA LANGLOIS,
IMMEUBLES ET DÉBENTURES.

MONTRÉAL, 27 juin 1907.

M. R. DE COTRET,
Chef du bureau de poste,
Station C, Montréal.

CHER MONSIEUR,—Relativement à votre demande d'informations concernant l'augmentation des loyers subie depuis cinq ans, je dois vous dire qu'il n'y a pas une seule maison que je connaisse qui n'a pas été augmentée de 25 à 30 pour 100, voire même dans une multitude de cas que je connais, les loyers ont été augmentés à 100 pour 100. Cette augmentation a été motivée par la rareté des logements ainsi que la hausse des prix des matériaux, et des salaires de tous les corps de métiers, et je dois ajouter en terminant qu'il n'y a aucune perspective de baisse tant sur le prix des matériaux que sur les prix de la main-d'œuvre, et qu'en conséquence, les prix actuellement établis des loyers se maintiendront et subiront encore dans un avenir prochain une autre augmentation. Par l'ère de progrès sans précédent que traverse le Canada, l'on ne peut s'attendre à ce que Montréal, étant la métropole de tout le Canada laisse ses valeurs tombre en dépression.

Bien à vous,
(Signé) M. LANGLOIS.

A. DIONNE, FILS ET CIE,
ÉPICERIES ET VIANDES.

MONTRÉAL, 19 juin 1907.

M. L. FILION,
Commis en charge, station F,
Montréal.

MONSIEUR,—Les taxes sur la propriété ainsi que la main-d'œuvre et les matériaux étant considérablement augmentés depuis deux à trois ans, les loyers ont dû être en proportion, c'est-à-dire de 25 à 30 pour 100 au moins.

(Signé) A. DIONNE, FILS ET CIE.

MONTRÉAL, 21 juin 1907.

M. LOUIS FILION,
En ville.

CHER MONSIEUR.—Il me fait plaisir de vous faire part de mon expérience concernant l'augmentation générale des prix pour articles de mon commerce. D'abord, mon loyer est augmenté de 35 pour 100. Le salaire de mes employés de 25 pour 100, et les médicaments étrangers ont subi une augmentation de 25 à 50 pour 100. Quant aux produits canadiens, l'augmentation varie de 10 à 25 pour 100.

A vous,
(Signé) J. G. MIGNERON.

SESSIONAL PAPER No. 29a

LAFLAMME & JOHNSTON,
REAL ESTATE BROKERS.

MONTREAL, June 20, 1907.

Mr. R. DECOTRET,
Montreal.

DEAR SIR,—Relative to the proposed requisition about to be placed before a Royal Commission concerning an increase of salary. We as citizens concerned in the common welfare of the post office clerks strongly support such a measure, owing to the excessive increase of living expenses, such as rent, &c.

Wishing you success in your endeavours.

We remain, respectfully yours,
LAFLAMME & JOHNSTON.

MONTREAL, June 19, 1907.

Postmaster, Montreal, Que.

With reference to the increased cost of living, I beg to make the following statement:—

When I came to Montreal six years ago, I paid $5 a month for a room at 520 St. James street, and for board at Morton's, 17a Bleury street, I paid 15 cents a meal. At present I am paying $7 a month for the same room, and 20 cents a meal for the same board at Morton's.

Yours truly,
H. W. JOHNSTONE.

MONTRÉAL, 19 juin 1907.

Je, soussigné, habite la maison portant le n° 584 Saint-Denis. En 1904, je payais $18 par mois, je paie maintenant $22 par mois pour la même maison contenant 6 appartements. Mes dépenses pour les chars en moyenne sont de $2.50 par mois.

(Signé) CHS. LEFEBVRE.

MEMORANDUM,
POST OFFICE, 'E' OFFICE.

June 18, 1907

Mr. TAYLOR,—Regarding my rent, I may say that I am living at 334 St. Antoine street, since four years.

The first year I was paying $12, now, for the same house, I pay $16, an increase of $4 since four years.

(Signed) D. F. HURTEAU.

1269 ST. JAMES ST.

MONTREAL, June 20, 1907.

To whom it may concern:

I am a property owner in this city, renting both stores and dwellings, and can truthfully say, that within the past ten or twelve years my rents have increased from twenty-five to fifty per cent.

(Signed) WM. McCONNELL.

MONTREAL, June 29, 1907.

J. TAYLOR, ESQ.,
City Delivery Branch,
Post Office, Montreal.

DEAR SIR,—In reply to your letter of 28th instant, I beg to state that during the past ten years, I have increased the rentals of the dwellings under my control, at various times, amounting in all to probably twenty per cent. I am satisfied that this is the experience of all estate agents in this city, and takes in all classes of dwellings.

Yours very truly,
(Signed) W. E. COOPER.

MONTREAL, September 16, 1907.

Mr. THEOPHILE AVILL GIROUX, of the Montreal post office staff, called, sworn and examined.

By the Chairman:

Q. You are the gentleman in the department who has given special attention to the pension system, I believe?—A. Yes, sir.

Q. The gist of the whole business is, I suppose, you consider that with any proper system of pension a stability would be given to the service?—A. Yes, sir, and an inducement would be offered to a good man to come here and take a position in the service.

Q. And you would get qualified men?—A. Men who are better qualified.

Q. That is to say, that if they were certain of a pension men would come into the service and would stay in it, and would be better qualified at the beginning of their career?—A. Yes, sir.

Q. And I suppose it would be economical, from your view, for the state that a man looking forward to a pension in his old age might accept a lower salary?—A. He might accept a lesser salary if he has a pension in sight.

Q. What is your position in this office?—A. Chief of branch.

Q. What is your branch?—A. The letter dispatch branch.

Q. Have you been twenty-three years in the service?—A. Yes sir.

Q. You entered the service in the same year as Mr. Barcelo?—A. Yes.

Q. Have you always been in that service?—A. Yes sir.

Q. I asked Mr. Barcelo the question and I will ask you—what is your opinion, do you not think a change of duty would be beneficial?—A. It would be to a certain extent, but with regard to the different branches, the sorting of the papers and letters could not be well interchanged with other branches, and then the number of men required at certain hours of the day at the different branches of the work would prevent the possibility of giving the same number of hours to every man. The change might be made in some instances but it could not be done regularly.

Q. That is to say in the event of promotion to another branch of the service, the money order or saving's bank branch, would it not rather defeat the promotion of a man who knew nothing about the work in those branches, he having been confined to the work in the sorting department?—A. It certainly would be in that respect.

Q. To carry out the theory of giving promotions to people inside the service, thereby giving encouragement to the officials already in the service, would it not be better that their duties should be varied so that they may become acquainted with the work in the different branches?—A. Theoretically the work should be varied

but the number of employees being so limited generally we cannot afford even to let a man go into another branch in order to learn to work in that branch. We have to keep him at the work in which he is experienced.

Q. Then it is once a letter carrier or once in the letter sorting department always there?—A. He might go to the paper sortation.

Q. But he would always be a sorter?—A. Always a sorter.

Q. Is there any gentleman here who looks after the sale of the stamps, who is in the selling branch?—A No sir, no one in the selling branch.

Q. Will you kindly have this memorial on the pension question translated and sent in so that it may form a part of the appendix of the report?—A. I will do so with pleasure, do you want two copies?

Q. You had better send in both the English and the French translation?—A. Very well, I will do so.

Witness retired.

MONTREAL, SEPTEMBER 11, 1907.

ALFRED JACQUES, Superintendent of Letter Carriers, called, sworn and examined.

By the Chairman:

Q. You are Superintendent of Letter Carriers at the Montreal City Post Office?—A. Yes sir.

Q. Were you ever a letter carrier yourself?—A. I was for ten years a letter carrier.

Q. What was your district?—A. I was in the west, the north, the east, all around the city.

Q. Did you ever have a beat on St. James Street here in the city?—A. No, this is the only place I did not work, the head office.

Q. Who distributes the letters to the Bank of Montreal and the other banks around here in the centre of the city?—A. The banks all have boxes.

Q. Practically all the business establishments on St. James Street have boxes, I suppose?—A. Well no, on St. James Street alone we have four carriers from St. Lamberts Hill to McGill Street.

(Memorial of the letter carriers employed at the Montreal City Post Office read.)

By Mr. Fyshe:

Q. How is it that if a letter carrier is appointed a clerk he is reduced in salary?—A. The letter carriers go up to $700, but if they are appointed a clerk they have to go back and commence at $600 again.

By the Chairman:

Q. But they may go up to $1,000 as a clerk, they lose a step in the beginning if they accept appointment as clerk, with the hope of ultimate gain in going up to $1,000.—A. It is not very encouraging to a carrier to have to lose $100 in salary right away in order to become a clerk, and his chances to go up to $1,000 are very small.

Q. You are now Superintendent of Letter Carriers?—A. Yes sir.

Q. You regulate the beats, the districts, that the letter carriers take?—A. I do.

Q. Are the districts often changed?—A. Well, as a matter of fact I took charge of this branch on the 1st of January last and we have been going all around the beats, because I was then convinced by my own experience that they are too large; so we have been over them and found out what changes are necessary in order to put the beats on a proper footing.

Q. I presume that the arrangements you speak of will lead to a shortening of the beats, it is rather a lessening of the distances the men have to travel than a change in the beat. The letter carrier will be still in the same beat but he might only have a portion of the beat that he formerly covered?—A. Yes, a part of the beat only. You see we actually require a general revision of the beats.

Q. Then this readjustment is going to be made I suppose?—A. Yes sir, if we get the extra men required.

Q. The letter carrier looks forward to Christmas boxes does he not?—A. Yes, in some parts of the city naturally.

Q. I suppose that in Griffintown the Christmas boxes will not be very large?—A. They will be very small.

Q. But in Sherbrooke Street they would be worth quite a lot?—A. All in the West, and in the business parts of the city.

Q. Has it ever been the case that a week, or a few weeks before Christmas the man delivering letters on a beat on Sherbrooke Street has been sent to Griffintown or vice versa?—A. That has not been done since I am in charge, of course, I was not in charge at Christmas time, I only took charge in January.

Q. But you have heard of such a thing?—A. I heard of such a thing—well it was not a week before Christmas, but it was around Christmas time men were changed; in fact I might say I was myself changed, but it was about a month and a half before Christmas.

Q. You were changed from a good district to a bad district?—A. From a pretty good district to a poor one.

By Mr. Bazin:

Q. Was it done intentionally?—A. I could not say that.

Q. Was it done as a punishment?—A. I never could find out the reason for this change.

By the Chairman:

Q. Just done out of down right sheer cussedness?—A. I could not say but I have seen that done to some letter carriers—it is not part of their salary I know, but to some of them it means a hundred dollars, and I tell you it makes a man feel rather queer to be treated that way.

Q. You have heard of this being done, but, of course, in your own jurisdiction it has not been done, you have not done it yourself?—A. Well no—I have not had an opportunity.

Q. Well, looking at you, I presume you would not do such a thing as that?—A. No sir, I would not.

Q. You have great sympathy with the letter carriers naturally?—A. I have.

Q. You have been one yourself?—A. Yes I have been there long enough to know what it is.

Q. For how long a period have these letter carriers who are doing clerks' work on the inside, and who are deprived of their uniforms, their street car tickets and their Christmas boxes, been kept at that work and still graded letter carriers?—A. As a matter of fact it seems that the Department is entirely against letter carriers being appointed clerks. That is the conclusion I have arrived at judging from what I can see, of course, I am not in the secrets of the Department.

Q. These letter carriers are employed in the office to do clerk's work?—A. Yes.

Q. And they have done it perhaps for many months?—A. For years, you have letter carriers on the inside work at the Montreal Post Office who have been engaged on that work for eighteen or twenty years.

Q. And they have been deprived during all that period of the perquisites which letter carriers enjoy, uniform, street car fares and Christmas boxes?—A. Yes.

Q. Does it happen through dread of politics putting in inefficient junior clerks? —A. Well, really I do not know.

Q. Well, have you an idea? You want a good man to sort letters on the inside do you not?—A. We want a good man certainly.

Q. And if you applied to Ottawa you might have an inefficient man put there? —A. Well, a carrier would be a better man and that is why the letter carriers are asking the privilege of being appointed clerks after five years' service.

Q. What we want to get at is the idea of how it is that they are employed there for years and years doing this clerical work and still are graded as letter carriers, being deprived in the meanwhile of their privileges. Is it because the Post Office and the Department have a dread of the politicians?—A. Well, in one way I suppose so, really, because these carriers are doing the clerk's work. In one branch alone there are about twenty or twenty-three of them so employed and surely it would require several more men to do that work if they were outsiders. That sorting is work which it takes a long time to learn, and the proper way to learn it is to go around delivering letters throughout the city.

Q. And the proper way is that when an efficient letter carrier can do the sorting he should be made a clerk?—A. That would be my view.

Q. How many letter carriers are there you say doing this work twenty-three?— A. That is in one branch only.

Q. Well how many are there altogether?—A. There are about forty-five carriers inside doing clerk's or porter's work, but most of them are doing clerk's work.

Q. Have you any letter carriers who are graded as labourers?—A. No, we haven't any.

Q. You haven't any of that?—A. Not unless there are some inside that I do not know about.

Q. Nobody who is employed in delivering letters on the street is graded as a labourer?—A. No

Q. They have all passed an examination?—A. Well, we might call those men temporary that are appointed for the vacation time, there are nine of them.

Q. Those letter carriers are doing night duty as well as day duty?—A. Some of them do night duty.

Q. And in addition to being deprived of their uniforms, their street car fares and their Christmas boxes and in addition to losing whatever advantage there may be, in having to deliver letters within fixed hours during the day these letter carriers who are required to do sorting have to work at night also?—A. Some of them have to.

Q. And the highest position that a letter carrier can get is $2.25 per day?—A. Yes.

Q. Does he contribute to any retirement fund or anything of that kind?—A. Some of the old carriers contribute to the superannuation fund and those who have been appointed since 1902 contribute to the retirement fund.

Q. Do the people who are now appointed contribute to the retirement fund?—A. Yes, with interest at 4%.

Witness retired.

To the Honourable the Royal Commission appointed to inquire into matters pertaining to the Civil Service of Canada.

On behalf of the Letter Carriers of the City of Montreal, allow us to call your kind attention to the following questions in which they are interested, namely:—

INCREASE OF SALARY.

As far as the increase of salary is concerned we think it would be useless for us to insist on the necessity of increasing the letter carriers salary, as we know that state-

ments proving the increase in the cost of living within the last few years, have been placed before you in such a strong manner by the clerks in this office, that we feel sure you have no hesitation to admit it.

But one point we want to insist upon is that the letter carriers consider that there should be no difference in pay between themselves and Third Class Clerks. In fact, they perform the same duties, but the carrier with the greater responsibility. For instance, a clerk at the Registration Office, with proper accommodation, is safeguarded a great deal more than the carrier who has to hustle around the streets with a bag loaded with mail matter, and is greatly exposed to lose some articles or to commit some errors which are always counted against him. If a letter is misdelivered, though very often, it received faulty treatment in the hands of several clerks, the letter carrier is always sure to be blamed as it is almost impossible, in most of the cases, to find out who are the clerks at fault, etc. For these reasons, we submit that the letter carriers be placed on the same footing with regard to pay, as Third Class Clerks.

PROMOTIONS.

The letter carriers will also consider it in the interest of the Service if they were eligible to clerkship work after five years service on recommendation of the Postmaster. It would be a great inducement for any intelligent carrier to show such zeal as would make him worthy of this promotion. Actually some carriers are doing clerks work, but it is a very small promotion if you consider that they have to lose, in round figures, one hundred dollars a year, by being deprived of their uniform and free transportation on street cars; and if they are lucky enough to be appointed clerk they have to stand a further reduction in their salary of another hundred dollars a year.

BONUS.

Another point we have to draw your attention to is the bonus.

Clause 7 of the Civil Service Act as amended May 15, 1902, reduced from 3 to 2 weeks the annual leave of absence a letter carrier was entitled to, but in place of the third week, he was to receive a bonus of twenty dollars or ten extra days of vacation, to his choice, if his services were satisfactory; now, for the last year or so, letter carriers who were unfortunate enough to be absent through illness more than 20 days during the year, not only did not receive pay for the time they were absent but were, we think, unjustly deprived of the $20 bonus, though their services were reported to be satisfactory by the Postmaster. We will not venture any comments, the facts speak for themselves.

SICK PAY.

The sick pay is another important point to be looked into. The letter carrier is the only post office employee who does not get paid when absent through illness. Would it not seem quite natural to you that if there is an employee of the Post office Department who should be paid when absent through illness, it is the letter carrier? In fact is not the performance of his duties of a nature to expose him to all sorts of sickness more than any other employee? His arduous duties have to be performed during all kind of weather, and this every day in the week, and every week in the year.

We know that the objection to grant sick pay to the letter carrier, is that there are too many abuses. Well, if such is the case and if there is no means of controlling absences of a day or two, it seems very easy to control a serious illness of several days; in any case if this matter was left to the Postmaster of each city we think that he is in the best position to judge and that he would render justice to everybody, and sick pay would only be refused for good cause, and the deserving man would not have to suffer on account of a few unworthy letter carriers.

SESSIONAL PAPER No. 29a

EIGHT-HOUR DAY.

For several years past the letter carriers of the Dominion complained that they had to work over eight hours a day, sometimes nine, ten and more, to be able to complete their work. They have not yet seen the end of their trouble in this respect, but we think that the least that ought to be done, is to give extra pay for all overtime in the post office as it is done in the Customs and in any other business concern.

In conclusion we might again call your kind attention to the statements placed before you with regard to the extraordinary increase of the cost of living, by the clerks of this office, and we feel confident that the conclusion of your careful investigation will be a strong recommendation of the increase of salary we respectfully beg to ask.

MONTREAL, September 11, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec

Mr. JEREMIAH COFFEY, of the Montreal post office staff, called, sworn and examined.

(Memorial of the Montreal post office staff in reference to night work read).

By the Chairman:

Q. Well, Mr. Coffey, how long have you been in the service?—A. Twenty-three years I think.

Q. Have you been entirely on night duty all that time?—A. No, sir.

Q. How long have you been on night work?—A. Seven months.

Q. Are you employed on night work Sundays as well as other days?—A. Well, we are not employed on Saturday nights, but we are employed on Sunday nights.

Q. That is for six nights a week you work at night, I observe you look washed out now?—A. I am on my holidays, I have been about ten days away from the office, you may judge what I must have looked like before I commenced my vacation.

Q. How do you manage to be awake in the day time?—A. At present I am on my holidays.

Q. I know, but you cannot change your habits of life in a few hours. How do you manage to keep awake all night after being accustomed to sleep at night?—A. It is perhaps a little bit awkward at the beginning, but we become somewhat accustomed to it after a time.

Q. Do you think that the system is a good one that requires a man to be for seven months straight on night duty with the prospect of being engaged in the same way for years?—A. It is not very easy to change off the work from night to day or from day to night, for the reason that the distribution is entirely different at night from what it is on the day shift. For instance Messrs. Donohue and Giroux are in charge of the staff from 3 to 11 o'clock and I am in charge there from 11 at night until 7 in the morning. Now the distribution of the Murray Bay route is entirely different according to the hour at which the mails are despatched. It goes by way of Quebec at night, but in the morning it is sent by the Intercolonial Railway—I mention this just as an illustration, it is only one instance but it is practically the same in regard to every

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other route; there is a change in the distribution, and the morning stuff is sent by a different route from the afternoon, and the afternoon distribution is different from the night, so that to change from one man to another would not be conducive to a prompt and efficient handling of the mails. A man changing from one shift to another would for a short time anyway not be nearly as efficient as though he remained on his regular shift.

Q. Does not all that tend to make a man perfunctory in the performance of his duties?—A. I do not know about that.

Q. Would you not be more on your mettle if your duties were changed?—A. As a matter of fact, my position has been changed, I might say considerably, since I have been in the office. I have been in nearly all Departments.

Q. In your case you have been shifted about a bit, but do you not think the system of keeping a man at night work for years at a time tends to get him into a groove?—A. I think so.

Q. Would it not be better all round, for the benefit of the state generally and for the benefit of the Post Office in particular, if the duties were changed occasionally? Variety, you know, is the spice of life?—A. There is no doubt of it, but to make it week about, as it is, say, in the railway, telegraph or other service, it would be practically impossible on account, as I say, of the change there is in the various distributions; and if you get a good man to take up other duties, it will take him a couple of days before he will do it all right.

Q. Granted all that, is it impossible to make the change?—A. I understand there is nothing impossible now.

Q. But would not the benefits to the service from a change of the occupation of the different officials be greater than under the present system? The plea now is that you are more correct in your work because you are acquainted with the system and are going on doing the same work from day to day?—A. Well, in my opinion, if the men were changed a little more you would have men more generally efficient. Of course, being continually tied in one place they haven't an opportunity of knowing very much more than that pertains to their particular duties unless they keep their eyes and ears open, but, a man can do that in any place and can learn a little more than what is simply his duty if he so desires.

Q. That is to say the boy employed in the country branch bank knows much more than the boy who is appointed to the chief branch where he may be discount clerk, teller or anything else?—A. There is something in that. Of course, in all the banks the boy is generally sent around from one Department to another and has to assist others at the different duties before he is put to work entailing direct responsibility.

Q. I was coming to that. Do you not think that in this bank system, one of the great systems of the country where the men are continually changed to the advantage of the institution, do you not think that the same principle may be applied to the public service?—A. Well, in a slightly modified form, not in the same way exactly

Q. The whole tendency in the public service is that once a man enters it he does the same duty until he goes out or gets to be an old man?—A. Yes, there is a good deal in that.

Q. And the mainpoint that you are making here is that night work is detrimental to the health, and being detrimental to the health and being opposed to all social arrangements and to all matters of domestic enjoyment there should be an increased emolument attached to it?—A. That there should be some consideration.

Mr. FYSHE—I think that is very reasonable.

THE CHAIRMAN—Oh yes, the only thing is whether we cannot shift it around instead of having a man engaged at night work eight or ten years, whether it cannot be arranged to have it done turn and turn about by the staff.

Witness retired.

To the Civil Service Commission in session at Montreal:—

The undersigned respectfully represent that in all trades and conditions of life it is considered that night work being more arduous should be paid for at a higher rate of wages than similar work in the day time. The rate of extra pay varies from one-quarter additional to double pay.

No provision is made for night work in city post offices, although the principle is recognized in the railway mail service of the post office where night mileage is double that earned in the day time. In the Customs and Inland Revenue Departments night work is also recognized.

We understand that when the Government of Canada took control of the Post Office Department, and arranged the scale of salaries there was scarcely any night work to be done, but with the ever increasing number of mails arriving at city post offices at all hours it is necessary to put on night duty more and more employees, in order to give the despatch the public expects and the Department desires to give.

An employe at any business naturally objects to night work. In the post office the eyes, brain and hands must act instantly, and the strain is much greater than at the same work in day time. Not only is this so, but it is practically impossible to get the necessary rest during the day, to repair the wear on the system during night. All household arrangements of the night worker must be altered, and he cannot have his meals at the same hours as the rest of the family, nor make any social engagements, except at the expense of the necessary rest, and consequently health.

In taking this matter into consideration we would request that an additional amount equal to at least 25 per cent be granted to those whose duties require their attendance between the hours of 7 p.m. and 7 a.m. in proportion to the time worked between those hours.

Signed on behalf and with authority of night workers Montreal post office.

(Signed) JER. COFFEY.

MONTREAL, June 22, 1907.

Mr. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you below my opinion on the questions regarding night duty.

Yours truly,

(Signed) T. T. W. BURGESS, M.D.

Comparison with day work generally. General effect on system.	Generally speaking, night work is more wearing than day work unless one has been accustomed to it from youth up, and is, therefore, more wearing on the system.
Effect of electric light on eyes.	Has a tendency to be injurious.
Effect of continuous work on Heart, Brain, Nerves.	Continuous work, if carried to excess, has a tendency to be injurious to all these organs, but especially to the brain and nervous system.
Is it possible to get during day time in a large city the necessary rest and recreation?	Scarcely possible.

other route; there is a change in the distribution, and the morning stuff is sent by different route from the afternoon, and the afternoon distribution is different from t night, so that to change from one man to another would not be conducive to a prom and efficient handling of the mails. A man changing from one shift to another wou for a short time anyway not be nearly as efficient as though he remained on his r gular shift.

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Witness retired.

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An employe at any business naturally objects to night work. In the post office the eyes, brain and hands must act instantly, and the strain is much greater than at the same work in day time. Not only is this so, but it is practically impossible to get the necessary rest during the day, to repair the wear on the system during night. All household arrangements of the night worker must be altered, and he cannot have his meals at the same hours as the rest of the family, nor make any social engagements, except at the expense of the necessary rest, and consequently health.

In taking this matter into consideration we would request that an additional amount equal to at least 25 per cent be granted to those whose duties require their attendance between the hours of 7 p.m. and 7 a.m. in proportion to the time worked between those hours.

Signed on behalf and with authority of night workers Montreal post office.

(Signed) JER. COFFEY.

MONTREAL, June 22, 1907.

Mr. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you below my opinion on the questions regarding night duty.

Yours truly,

(Signed) T. T. W. BURGESS, M.D.

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Effect of electric light on eyes. Effect of continuous work on Heart, Brain, Nerves.	Continuous work, if carried to excess, has a tendency to be injurious to all these organs, but especially to the brain and nervous system.
Is it possible to get during day time in a large city the necessary rest and recreation?	Scarcely possible.

7-8 EDWARD

MONTREAL, Juin

CHER MONSIEUR,—Je suis heureux de vous donner les renseigneme
sur la question du travail de nuit:—

Le travail de nuit et le travail de jour comparés. Effet général sur la constitution.	En soi, le travail de nuit dangereux que le travail de j pend des conditions sanitaires les il est fait.
Effet de la lumière artificielle sur les yeux.	Les effets ne sont pas appr lumière ne dépasse pas un d'intensité et si elle vient d'e
Effet du travail continuel de nuit sur les yeux.	Nul si ce travail s'accompli nes conditions et si le travai
Le cœur,	reposer très bien durant le j
Le cerveau,	le système nerveux pourra
Les nerfs.	comme résultat, tout espèce ganique.
Est-il possible d'avoir le repos et la récréation nécessaire durant le jour dans une grande ville.	Oui; mais pas dans tous les faut. En somme, le travail bien préférable.

Votre tout devoué,

(Signed) E. G. DAGENA

M. J. COFFEY,
Comité sur le travail de nuit,
Hotel des postes, Montréal, Qué.

MONTREAL, June

Mr. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you below my opinion on the questions regardin

Yours truly,

(Signed) J. A. J. G

Comparison with day work generally.	More fatiguing as man's vita
General effect on system.	height in the morning—injuri
Effect of electric light on eyes.	Injurious.
Effect of continuous work on	
Heart,	Depends on nature of work.
Brain,	Injurious.
Nerves.	Injurious.
Is it possible to get during day time in a large city the necessary rest and recreation?	No.

MONTREAL, 21 jui

CHER MONSIEUR,—Je suis heureux de vous donner les renseigneme
sur la question du travail de nuit:—

Le travail de nuit et le travail de jour comparés. Effet général sur la constitution.	Le travail du jour est préfé vail de nuit. Il est plus natur nique. Le travail de nuit est p sur le système nerveux.
Effet de la lumière artificielle sur les yeux.	Le travail à la lumière artifi fatiguant pour la vue que le à la lumière du jour.
Effet du travail continuel de nuit sur	L'accommodation est moins
Le cœur,	La conjonctive se congestion
Le cerveau,	lement.
Les nerfs.	Le système nerveux s'épuis ment; le sommeil réparateur à son heure normal.
Est-il possible d'avoir le repos et la récréation nécessaire durant le jour dans une grande ville?	

Votre tout devoué,

(Signé) A. W. FOUCHE

M. J. COFFEY,
Comité sur le travail de nuit,
Hôtel des Postes, Montréal, Qué.

SESSIONAL PAPER No. 29a

MONTREAL, June 22, 1907.

Mr. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you below my opinion on the questions regarding night duty.

Yours truly,
(Signed) H. B. CARMICHAEL.

Comparison with day work generally. General effect on system.	Night work being an unnatural method of employment necessarily tends to general deterioration of health.
Effect of electric light on eyes.	Electric light or any other artificial light is much harder on the eyes than ordinary daylight.
Effect of continuous work on Heart, Brain, Nerves.	The effect on the brain and nervous system generally depends largely on the individual and on his habits as to night work, but speaking generally, night work would have a more deleterious effect on this system than day work.
Is it possible to get during day time in a large city the necessary (a) rest and (b) recreation?	(a) Almost impossible except under unusual circumstances. (b) Yes.

MONTREAL, June 18, 1907.

Mr. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you below my opinion on the question regarding night duty.

Yours truly,

Comparison with day work generally. General effect on system.	Night work much more injurious.
Effect of electric light on eyes.	Bad.
Effect of continuous work on Heart, Brain, Nerves.	All affected more or less seriously.
Is it possible to get during day time in a large city the necessary rest and recreation?	Depends on circumstances.

MONTREAL, 1907.

Mr. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you my opinion, on one question regarding night duty, for the others the opinion of a general physician is of more importance.

Yours truly,
(Signed) J. W. STERLING.

Comparison with day work generally. General effect on system.	
Effect of electric light on eyes.	
Effect of continuous work on Heart, Brain, Nerves.	If properly shaded in a good light.
Is it possible to get during day time in a large city the necessary rest and recreation?	

MONTREAL, SEPTEMBER 11, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

Mr. WILLIAM FLEMING, of the Porters Staff, the Montreal Post Office, called, sworn and examined.

By the Chairman:

Q. How long have you been in the Department here?—A. One year.

Q. Are you permanent?—A. No sir, temporary.

Q. What is your occupation?—A. Porter sir.

Q. How old are you may one ask?—A. Forty-nine.

Q. What was your previous occupation?—A. Bank messenger.

Q. In what bank were you employed?—A. The Imperial.

Q. Why did you leave the bank?—A. I resigned my position to take something better, to go into business for myself.

Q. May one ask what business you went into?—A. I kept a store.

Q. Then you thought it better to enter the public service?—A. No sir, I went back to my trade then.

Q. Could you not get back to the service of the Imperial Bank?—A. I might have if I had tried, if they required me I might.

Q. How did you get into the Post Office here? Through whose recommendation?—A. By application.

Q. To whom?—A. To my member.

Q. Who is your member?—A. Mr. Gervais.

Q. And he backed your application, I suppose and you have come in temporary?—A. Certainly

Q. You expect to be appointed permanently by and by I suppose?—A. That is what I am here this morning for.

Q. You passed the examination?—A. Some time ago.

Q. How long ago?—A. In 1878.

Q. That was at the outset of your career?—A. Yes, sir, I was a young man then; I thought at that time it would do me no harm to get in.

Q. You were long over age, of course, when you came in?—A. Certainly.

Q. And you think that having passed that examination then, although you are long over age now you should be permanently appointed, is that it?—A. I think I should.

Q. That is contrary to law you know?—A. Well, of course, there is always something to the effect that if a man is competent to do the duties he has to perform, after a probation of six months he should be entitled to the credit of what he has done. There are several of us here who are competent to do the work and we think should not be debarred from being appointed permanently and having our two or three weeks holidays, if we do not obtain those holidays there is a certain amount of work on our shoulders on account of the other men who are permanent going on their holidays; we do that extra work and get no benefit from it.

Q. How are you graded?—A. I cannot answer that question.

Q. Are you graded as a labourer?—A. It is about the same thing I presume.

Q. But are you graded as a labourer?—A. I am doing labourer's work that is a certainty.

Q. What do they pay you?—A. $1.50 per day and I have a family to support on that.

Q. Your contention is that you have served six months and having passed the examination thirty years ago you should be appointed permanently?—A. Well, after passing an examination at any time, or on approbation of your superiors after serving on probation if you can do the work of a man twenty years of age at the age of forty-nine you should be entitled to that privilege, that is my idea. So long as you can stand a test at any time.

Q. Are there many like you in the Post Office?—A. Yes sir, there are plenty, I should think there are ten or twelve.

Q. Do you not think that for a man of your attainments and experience work on the outside would be very much better than remaining on the inside?—A. That is not the question that I am looking after at all. The only thing I am looking after is that if I am capable of doing the work the Post Office requires of me then they should remunerate me for the work I do which they do not.

Q. What do you consider proper remuneration?—A. We are saying that if we were appointed permanently and if we are capable we should start at $500 and run up to $900 or $1,000 per annum.

Witness retired.

Mr. EDMOND BEAUCHAMP, of the Montreal Post Office staff, called, sworn and examined.

By the Chairman :

Q. You, I understand, are exactly in the same position as the last witness?—A. No sir, I am working here since nine years.

Q. Are you still on the temporary list?—A. Yes sir, I have worked here for between nine and ten years and we have some working here who have been employed some fifteen or twenty years in the building and we are still on the temporary list. We never have one hour of holidays and when we did get an increase we worked very hard to get it.

Q. You have been employed temporarily for nine years without holidays?—A. Yes sir.

Q. How old are you?—A. I am forty-eight, and I have worked in everything, I have worked in the distribution and the other work and have done all the work I have been asked. I think that when appointments are to be made to the staff that we who have been employed here temporary for some years should be given the preference.

(Memorial of the temporary employees at the Montreal Post Office read.)

Witness retired.

Mr. THOMAS CALLAGHAN, Montreal Post Office staff, called, sworn and examined.

By the Chairman :

Q. How often do you pay the employees in the post office here?—A. Twice a month.

Q. Do you draw the cheques?—A. Yes, sir, the gross cheque is drawn by the department, and is sent here payable to the order of the Postmaster and the Assistant Postmaster. It is deposited in the bank and we draw on that.

ments proving the increase in the cost of living within the last few years, have been placed before you in such a strong manner by the clerks in this office, that we feel sure you have no hesitation to admit it.

But one point we want to insist upon is that the letter carriers consider that there should be no difference in pay between themselves and Third Class Clerks. In fact, they perform the same duties, but the carrier with the greater responsibility. For instance, a clerk at the Registration Office, with proper accommodation, is safeguarded a great deal more than the carrier who has to hustle around the streets with a bag loaded with mail matter, and is greatly exposed to lose some articles or to commit some errors which are always counted against him. If a letter is misdelivered, though very often, it received faulty treatment in the hands of several clerks, the letter carrier is always sure to be blamed as it is almost impossible, in most of the cases, to find out who are the clerks at fault, etc. For these reasons, we submit that the letter carriers be placed on the same footing with regard to pay, as Third Class Clerks.

PROMOTIONS.

The letter carriers will also consider it in the interest of the Service if they were eligible to clerkship work after five years service on recommendation of the Postmaster. It would be a great inducement for any intelligent carrier to show such zeal as would make him worthy of this promotion. Actually some carriers are doing clerks work, but it is a very small promotion if you consider that they have to lose, in round figures, one hundred dollars a year, by being deprived of their uniform and free transportation on street cars; and if they are lucky enough to be appointed clerk they have to stand a further reduction in their salary of another hundred dollars a year.

BONUS.

Another point we have to draw your attention to is the bonus.

Clause 7 of the Civil Service Act as amended May 15, 1902, reduced from 3 to 2 weeks the annual leave of absence a letter carrier was entitled to, but in place of the third week, he was to receive a bonus of twenty dollars or ten extra days of vacation, to his choice, if his services were satisfactory; now, for the last year or so, letter carriers who were unfortunate enough to be absent through illness more than 20 days during the year, not only did not receive pay for the time they were absent but were, we think, unjustly deprived of the $20 bonus, though their services were reported to be satisfactory by the Postmaster. We will not venture any comments, the facts speak for themselves.

SICK PAY.

The sick pay is another important point to be looked into. The letter carrier is the only post office employee who does not get paid when absent through illness. Would it not seem quite natural to you that if there is an employee of the Post office Department who should be paid when absent through illness, it is the letter carrier? In fact is not the performance of his duties of a nature to expose him to all sorts of sickness more than any other employee? His arduous duties have to be performed during all kind of weather, and this every day in the week, and every week in the year.

We know that the objection to grant sick pay to the letter carrier, is that there are too many abuses. Well, if such is the case and if there is no means of controlling absences of a day or two, it seems very easy to control a serious illness of several days; in any case if this matter was left to the Postmaster of each city we think that he is in the best position to judge and that he would render justice to everybody, and sick pay would only be refused for good cause, and the deserving man would not have to suffer on account of a few unworthy letter carriers.

SESSIONAL PAPER No. 29a

EIGHT-HOUR DAY.

For several years past the letter carriers of the Dominion complained that they had to work over eight hours a day, sometimes nine, ten and more, to be able to complete their work. They have not yet seen the end of their trouble in this respect, but we think that the least that ought to be done, is to give extra pay for all overtime in the post office as it is done in the Customs and in any other business concern.

In conclusion we might again call your kind attention to the statements placed before you with regard to the extraordinary increase of the cost of living, by the clerks of this office, and we feel confident that the conclusion of your careful investigation will be a strong recommendation of the increase of salary we respectfully beg to ask.

MONTREAL, September 11, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec

Mr. JEREMIAH COFFEY, of the Montreal post office staff, called, sworn and examined.

(Memorial of the Montreal post office staff in reference to night work read).

By the Chairman:

Q. Well, Mr. Coffey, how long have you been in the service?—A. Twenty-three years I think.

Q. Have you been entirely on night duty all that time?—A. No, sir.

Q. How long have you been on night work?—A. Seven months.

Q. Are you employed on night work Sundays as well as other days?—A. Well, we are not employed on Saturday nights, but we are employed on Sunday nights.

Q. That is for six nights a week you work at night, I observe you look washed out now?—A. I am on my holidays, I have been about ten days away from the office, you may judge what I must have looked like before I commenced my vacation.

Q. How do you manage to be awake in the day time?—A. At present I am on my holidays.

Q. I know, but you cannot change your habits of life in a few hours. How do you manage to keep awake all night after being accustomed to sleep at night?—A. It is perhaps a little bit awkward at the beginning, but we become somewhat accustomed to it after a time.

Q. Do you think that the system is a good one that requires a man to be for seven months straight on night duty with the prospect of being engaged in the same way for years?—A. It is not very easy to change off the work from night to day or from day to night, for the reason that the distribution is entirely different at night from what it is on the day shift. For instance Messrs. Donohue and Giroux are in charge of the staff from 3 to 11 o'clock and I am in charge there from 11 at night until 7 in the morning. Now the distribution of the Murray Bay route is entirely different according to the hour at which the mails are despatched. It goes by way of Quebec at night, but in the morning it is sent by the Intercolonial Railway—I mention this just as an illustration, it is only one instance but it is practically the same in regard to every

other route; there is a change in the distribution, and the morning stuff is sent by a different route from the afternoon, and the afternoon distribution is different from the night, so that to change from one man to another would not be conducive to a prompt and efficient handling of the mails. A man changing from one shift to another would for a short time anyway not be nearly as efficient as though he remained on his regular shift.

Q. Does not all that tend to make a man perfunctory in the performance of his duties?—A. I do not know about that.

Q. Would you not be more on your mettle if your duties were changed?—A. As a matter of fact, my position has been changed, I might say considerably, since I have been in the office. I have been in nearly all Departments.

Q. In your case you have been shifted about a bit, but do you not think the system of keeping a man at night work for years at a time tends to get him into a groove?—A. I think so.

Q. Would it not be better all round, for the benefit of the state generally and for the benefit of the Post Office in particular, if the duties were changed occasionally? Variety, you know, is the spice of life?—A. There is no doubt of it, but to make it week about, as it is, say, in the railway, telegraph or other service, it would be practically impossible on account, as I say, of the change there is in the various distributions; and if you get a good man to take up other duties, it will take him a couple of days before he will do it all right.

Q. Granted all that, is it impossible to make the change?—A. I understand there is nothing impossible now.

Q. But would not the benefits to the service from a change of the occupation of the different officials be greater than under the present system? The plea now is that you are more correct in your work because you are acquainted with the system and are going on doing the same work from day to day?—A. Well, in my opinion, if the men were changed a little more you would have men more generally efficient. Of course, being continually tied in one place they haven't an opportunity of knowing very much more than that pertains to their particular duties unless they keep their eyes and ears open, but, a man can do that in any place and can learn a little more than what is simply his duty if he so desires.

Q. That is to say the boy employed in the country branch bank knows much more than the boy who is appointed to the chief branch where he may be discount clerk, teller or anything else?—A. There is something in that. Of course, in all the banks the boy is generally sent around from one Department to another and has to assist others at the different duties before he is put to work entailing direct responsibility.

Q. I was coming to that. Do you not think that in this bank system, one of the great systems of the country where the men are continually changed to the advantage of the institution, do you not think that the same principle may be applied to the public service?—A. Well, in a slightly modified form, not in the same way exactly

Q. The whole tendency in the public service is that once a man enters it he does the same duty until he goes out or gets to be an old man?—A. Yes, there is a good deal in that.

Q. And the mainpoint that you are making here is that night work is detrimental to the health, and being detrimental to the health and being opposed to all social arrangements and to all matters of domestic enjoyment there should be an increase emolument attached to it?—A. That there should be some consideration.

Mr. FYSHE—I think that is very reasonable.

THE CHAIRMAN—Oh yes, the only thing is whether we cannot shift it around instead of having a man engaged at night work eight or ten years, whether it cannot be arranged to have it done turn and turn about by the staff.

Witness retired.

To the Civil Service Commission in session at Montreal:—

The undersigned respectfully represent that in all trades and conditions of life it is considered that night work being more arduous should be paid for at a higher rate of wages than similar work in the day time. The rate of extra pay varies from one-quarter additional to double pay.

No provision is made for night work in city post offices, although the principle is recognized in the railway mail service of the post office where night mileage is double that earned in the day time. In the Customs and Inland Revenue Departments night work is also recognized.

We understand that when the Government of Canada took control of the Post Office Department, and arranged the scale of salaries there was scarcely any night work to be done, but with the ever increasing number of mails arriving at city post offices at all hours it is necessary to put on night duty more and more employees, in order to give the despatch the public expects and the Department desires to give.

An employe at any business naturally objects to night work. In the post office the eyes, brain and hands must act instantly, and the strain is much greater than at the same work in day time. Not only is this so, but it is practically impossible to get the necessary rest during the day, to repair the wear on the system during night. All household arrangements of the night worker must be altered, and he cannot have his meals at the same hours as the rest of the family, nor make any social engagements, except at the expense of the necessary rest, and consequently health.

In taking this matter into consideration we would request that an additional amount equal to at least 25 per cent be granted to those whose duties require their attendance between the hours of 7 p.m. and 7 a.m. in proportion to the time worked between those hours.

Signed on behalf and with authority of night workers Montreal post office.

(Signed) JER. COFFEY.

MONTREAL, June 22, 1907.

MR. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you below my opinion on the questions regarding night duty.

Yours truly,

(Signed) T. T. W. BURGESS, M.D.

Comparison with day work generally. General effect on system.	Generally speaking, night work is more wearing than day work unless one has been accustomed to it from youth up, and is, therefore, more wearing on the system.
Effect of electric light on eyes. Effect of continuous work on Heart, Brain, Nerves.	Has a tendency to be injurious. Continuous work, if carried to excess, has a tendency to be injurious to all these organs, but especially to the brain and nervous system.
Is it possible to get during day time in a large city the necessary rest and recreation?	Scarcely possible.

MONTREAL, Juin 29, 1907.

CHER MONSIEUR,—Je suis heureux de vous donner les renseignements suivan sur la question du travail de nuit:—

Le travail de nuit et le travail de jour comparés. Effet général sur la constitution.	En soi, le travail de nuit n'est pas pl dangereux que le travail de jour. Tout pend des conditions sanitaires dans lesqu les il est fait.
Effet de la lumière artificielle sur les yeux.	Les effets ne sont pas appréciables si lumière ne dépasse pas un certain deg d'intensité et si elle vient d'en haut.
Effet du travail continuel de nuit sur les yeux.	Nul si ce travail s'accomplit dans de b nes conditions et si le travailleur peut reposer très bien durant le jour. Si n
Le cœur,	le système nerveux pourra souffrir ain
Le cerveau,	comme résultat, tout espèce de trouble
Les nerfs.	ganique.
Est-il possible d'avoir le repos et la récréation nécessaire durant le jour dans une grande ville.	Oui; mais pas dans tous les cas, tant s' faut. En somme, le travail de jour bien préférable.

Votre tout devoué,

(Signed) E. G. DAGENAIS, M.D.

M. J. COFFEY,
Comité sur le travail de nuit,
Hotel des postes, Montréal, Qué.

MONTREAL, June 22, 1907.

Mr. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you below my opinion on the questions regarding night dut

Yours truly,

(Signed) J. A. J. GUERIN.

Comparison with day work generally.	More fatiguing as man's vitality is at i
General effect on system.	height in the morning—injurious.
Effect of electric light on eyes.	Injurious.
Effect of continuous work on	
Heart,	Depends on nature of work.
Brain,	Injurious.
Nerves.	Injurious.
Is it possible to get during day time in a large city the necessary rest and recreation?	No.

MONTREAL, 21 juin, 1907.

CHER MONSIEUR,—Je suis heureux de vous donner les renseignements suivan sur la question du travail de nuit:—

Le travail de nuit et le travail de jour comparés. Effet général sur la constitution.	Le travail du jour est préférable au tr vail de nuit. Il est plus naturel, plus hygi nique. Le travail de nuit est plus déprima sur le système nerveux.
Effet de la lumière artificielle sur les yeux.	Le travail à la lumière artificielle est pl fatiguant pour la vue que le même trava à la lumière du jour.
Effet du travail continuel de nuit sur	L'accommodation est moins facile.
Le cœur,	La conjonctive se congestionne plus fac
Le cerveau,	lement.
Les nerfs.	Le système nerveux s'épuise plus facil ment; le sommeil réparateur ne venant p à son heure normal.
Est-il possible d'avoir le repos et la récréation nécessaire durant le jour dans une grande ville?	

Votre tout devoué,

(Signé) A. W. FOUCHER, M.D.

M. J. COFFEY,
Comité sur le travail de nuit,
Hôtel des Postes, Montréal, Qué.

SESSIONAL PAPER No. 29a

MONTREAL, June 22, 1907.

Mr. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you below my opinion on the questions regarding night duty.

Yours truly,
(Signed) H. B. CARMICHAEL.

Comparison with day work generally. General effect on system.	Night work being an unnatural method of employment necessarily tends to general deterioration of health.
Effect of electric light on eyes.	Electric light or any other artificial light is much harder on the eyes than ordinary daylight.
Effect of continuous work on Heart, Brain, Nerves.	The effect on the brain and nervous system generally depends largely on the individual and on his habits as to night work, but speaking generally, night work would have a more deleterious effect on this system than day work.
Is it possible to get during day time in a large city the necessary (a) rest and (b) recreation?	(a) Almost impossible except under unusual circumstances. (b) Yes.

MONTREAL, June 18, 1907.

Mr. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you below my opinion on the question regarding night duty.

Yours truly,

Comparison with day work generally. General effect on system.	Night work much more injurious.
Effect of electric light on eyes.	Bad.
Effect of continuous work on Heart, Brain, Nerves.	All affected more or less seriously.
Is it possible to get during day time in a large city the necessary rest and recreation?	Depends on circumstances.

MONTREAL, 1907.

Mr. J. COFFEY,
Committee on Night Duty,
Montreal Post Office.

I am pleased to give you my opinion, on one question regarding night duty, for the others the opinion of a general physician is of more importance.

Yours truly,
(Signed) J. W. STERLING.

Comparison with day work generally. General effect on system.	
Effect of electric light on eyes.	
Effect of continuous work on Heart, Brain, Nerves.	If properly shaded in a good light.
Is it possible to get during day time in a large city the necessary rest and recreation?	

MONTREAL, SEPTEMBER 11, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

Mr. WILLIAM FLEMING, of the Porters Staff, the Montreal Post Office, called, sworn and examined.

By the Chairman:

Q. How long have you been in the Department here?—A. One year.
Q. Are you permanent?—A. No sir, temporary.
Q. What is your occupation?—A. Porter sir.
Q. How old are you may one ask?—A. Forty-nine.
Q. What was your previous occupation?—A. Bank messenger.
Q. In what bank were you employed?—A. The Imperial.
Q. Why did you leave the bank?—A. I resigned my position to take something better, to go into business for myself.
Q. May one ask what business you went into?—A. I kept a store.
Q. Then you thought it better to enter the public service?—A. No sir, I went back to my trade then.
Q. Could you not get back to the service of the Imperial Bank?—A. I might have if I had tried, if they required me I might.
Q. How did you get into the Post Office here? Through whose recommendation?—A. By application.
Q. To whom?—A. To my member.
Q. Who is your member?—A. Mr. Gervais.
Q. And he backed your application, I suppose and you have come in temporary —A. Certainly
Q. You expect to be appointed permanently by and by I suppose?—A. That is what I am here this morning for.
Q. You passed the examination?—A. Some time ago.
Q. How long ago?—A. In 1878.
Q. That was at the outset of your career?—A. Yes, sir, I was a young man then I thought at that time it would do me no harm to get in.
Q. You were long over age, of course, when you came in?—A. Certainly.
Q. And you think that having passed that examination then, although you are long over age now you should be permanently appointed, is that it?—A. I think should.
Q. That is contrary to law you know?—A. Well, of course, there is always something to the effect that if a man is competent to do the duties he has to perform, after a probation of six months he should be entitled to the credit of what he has done. There are several of us here who are competent to do the work and we think should not be debarred from being appointed permanently and having our two or three weeks holidays, if we do not obtain those holidays there is a certain amount of work on our shoulders on account of the other men who are permanent going on their holidays we do that extra work and get no benefit from it.
Q. How are you graded?—A. I cannot answer that question.

Q. Are you graded as a labourer?—A. It is about the same thing I presume.

Q. But are you graded as a labourer?—A. I am doing labourer's work that is a certainty.

Q. What do they pay you?—A. $1.50 per day and I have a family to support on that.

Q. Your contention is that you have served six months and having passed the examination thirty years ago you should be appointed permanently?—A. Well, after passing an examination at any time, or on approbation of your superiors after serving on probation if you can do the work of a man twenty years of age at the age of forty-nine you should be entitled to that privilege, that is my idea. So long as you can stand a test at any time.

Q. Are there many like you in the Post Office?—A. Yes sir, there are plenty, I should think there are ten or twelve.

Q. Do you not think that for a man of your attainments and experience work on the outside would be very much better than remaining on the inside?—A. That is not the question that I am looking after at all. The only thing I am looking after is that if I am capable of doing the work the Post Office requires of me then they should remunerate me for the work I do which they do not.

Q. What do you consider proper remuneration?—A. We are saying that if we were appointed permanently and if we are capable we should start at $500 and run up to $900 or $1,000 per annum.

Witness retired.

Mr. EDMOND BEAUCHAMP, of the Montreal Post Office staff, called, sworn and examined.

By the Chairman:

Q. You, I understand, are exactly in the same position as the last witness?—A. No sir, I am working here since nine years.

Q. Are you still on the temporary list?—A. Yes sir, I have worked here for between nine and ten years and we have some working here who have been employed some fifteen or twenty years in the building and we are still on the temporary list. We never have one hour of holidays and when we did get an increase we worked very hard to get it.

Q. You have been employed temporarily for nine years without holidays?—A. Yes sir.

Q. How old are you?—A. I am forty-eight, and I have worked in everything, I have worked in the distribution and the other work and have done all the work I have been asked. I think that when appointments are to be made to the staff that we who have been employed here temporary for some years should be given the preference. (Memorial of the temporary employees at the Montreal Post Office read.)

Witness retired.

Mr. THOMAS CALLAGHAN, Montreal Post Office staff, called, sworn and examined.

By the Chairman:

Q. How often do you pay the employees in the post office here?—A. Twice a month.

Q. Do you draw the cheques?—A. Yes, sir, the gross cheque is drawn by the department, and is sent here payable to the order of the Postmaster and the Assistant Postmaster. It is deposited in the bank and we draw on that.

Q. Is that a cheques for one half month's pay?—A. No, sir, the cheque is for t whole month's pay.

Q. How do arrange it, when is the cheque sent ?—A. About the 13th or 14th the month.

Q. Then why do you not pay them this cheque for the whole month, they wou then get their pay for the whole month on the 15th or thereabouts ?—A. The depa mental regulations are that employees be paid on the 15th and last day of each mon

Q. I do not see why, because in the inside service the clerks are paid on the 1 of the month ?—A. Deduction of pay is made for all absence from whatever cau except statutory leave. In July, 1907, an advance cheque covering one month's sal for all the employes of this office was received. At the end of each month a pay l is made and completed, showing the exact amount earned and paid. This pay l duly receipted by each employee, is forwarded to the Accountant, Post Office Depa ment, Ottawa, and on its return a cheque equivalent to the amount paid out is turned to this office, and is deposited in the bank to cover the following month's d bursements.

Q. And before that they used to send a cheque at the end of the month ?—A. sir, we used to make a pay roll about the 8th or 9th of the month, and they sen cheque for the amount so estimated, and all amounts over estimated for were retur to the department, being deducted from the amounts estimated for on the follow month's pay sheet.

Witness retired.

MONTREAL, September 11, 1907.

Mr. J. P. CHILLAS, Assistant Inspector, Post Office Department, Montreal divisi called, sworn, and examined.

(Memorial of the inspectors' branch staff, Montreal post office, read.)

By the Chairman:

Q. The main point in this memorandum, as far as I can gather, is that you wi to be put on a parity with the assistant postmaster?—A. Of the first-class post offices.

Q. Are you inspecting all the time?—A. Very nearly, we have also to oversee t clerical work of the office. There are nearly 900 post offices in the Montreal divisi about 300 of which are accounting offices which require to be inspected at least on a year.

Q. That is in the division of Montreal?—A. In the division of Montreal; we ha also the supervision of very nearly 700 mail services.

Q. You not only supervise post offices, but you have to supervise the railway m clerks?—A. No, the railway mail clerks belong to the railway mail service branch a come under the supervision of the railway mail service superintendent.

Q. You have an office, where is your inspector's office?—A. Right above here the post office block.

Q. Are there only three inspectors ?—A. There are one inspector, two assista inspectors and a staff of clerks for office work.

Q. You have a large clerical staff?—A. Nine clerks, besides the inspector and t assistant inspectors. The clerical part of the work is heavy and requires a staff several clerks.

Q. To whom do you report?—A. To the Postmaster General at Ottawa.

Q. You do not report direct to the local postmaster?—A. Oh, no, we report to t Postmaster General at Ottawa.

Q. You are independent of the local post office?—A. Oh, yes.

The hour of adjournment having arrived, Mr. Chillas' further examination was postponed.

The memorial of the clerks in the inspector's office at the Montreal post office was read.

The Commission adjourned.

MONTREAL, Sept. 12, 1907.

Mr. J. P. CHILLAS, Assistant Inspector, Montreal Post Office, recalled.

By the Chairman:

Q. You say that the duties of the assistant post office inspectors are to superintend the performance of the mail service, that is to say, you look after all contracts in your division?—A. We see that mail contractors properly fulfil their duties.

Q. Do you ever find that you have given new contracts out for stage routes where the railways run?—A. New routes are sometimes organized along the railway line.

Q. What I meant to say was, are you giving any contracts to stage routes where the railways run parallel?—A. No, not as a rule, I do not know of any such case in this division.

Q. If a new railway has been opened, are the old stage routes continued?—A. They are until the railway can take the service over, the stage and railway service may run parallel for a while, but eventually the stage service is superseded by the railway service.

Q. Is it ever a fact that both the railway and stage are paid for doing the same work at the same time?—A. Not in this division.

Q. At once when a new railway is open, you advise the department, do you?—A. The Railway Mail Service branch does that.

Q. But through your office?—A. No, direct to the department through the controller of railway mail service.

Q. When the contract has been laid down, you are advised of it, and you see to the satisfactory performance of the provisions of the contract?—A. We see to the organization of side services connected with a railway and the supervision of such services afterwards passes under the control of the railway mail service branch, but matters connected with the advertising of such services, payment of contractors and other details are of the province of the inspector's office. We have the exclusive supervision of all stage routes.

Q. And your duty is to induct new postmasters into their officers?—A. Yes.

Q. And teach them their duties?—A. Yes.

Q. And when any postmaster happens to be an unusually dull one you have to go down and instruct him?—A. Yes.

Q. You have also to see that the postmasters do their duty in rendering their accounts?—A. Yes.

Q. How then do you inspect the other offices?—A. All the accounting offices, which number about 300 in this division, are supposed to be inspected at least once a year; there are a certain number of them that require to be inspected more frequently, where postmasters are somewhat negligent in rendering accounts or accounting for monies taken in by them.

Q. You say they are supposed to be inspected at least once a year?—A. Yes.

Q. Are they absolutely inspected at least once a year? Is it any more than 'suppose'?—A. As a rule they are inspected yearly, but there may be some cases

where, through pressure of work, the inspection of some accounting offices could not be carried out.

Q. In such a case as that when is the deficiency caught up? How far has a post office gone without inspection—eighteen months?—A. We are notified by the department when any office has not been inspected within twelve months, and are called upon to inspect such office as soon as possible.

Q. All your returns of inspection are sent to the department at Ottawa?—A. Yes.

Q. Are they examined in the department at Ottawa?—A. Yes.

Q. And any failure to inspect a post office is brought to your attention?—A. Yes.

Q. Are you supposed then to make an inspection of that post office?—A. Yes, as soon as possible.

By Mr. Fyshe :

Q. Your inspections are all recorded at Ottawa you say?—A. Yes,

By the Chairman :

Q. You are supposed also to inquire into the complaints of misconduct or misconduct or mismanagement in respect to the performance of such duties? That is to say misconduct or mismanagement of the postmaster?—A. Misconduct might mean dishonesty, and in such case the work required of us is generally of a disagreeable nature, requires knowledge of the duties of the office, prudence and whatever action we may take must be based on experience acquired in the service.

Q. Do you inspect the work of the railway mail clerks in addition to that of the post office staff?—A. No, except in cases of delayed, missent or missing matter.

Q. Any miscarrying or loss of letters you may have to trace out?—A. Yes, whether the cases have occurred in the railway mail service or city post offices.

Q. Montreal comprises thirty-eight counties?—A. That is the Montreal postal division.

Q. Which is the nearest division to the east?—A. Quebec. There are but two postal divisions in the Province of Quebec, that of Quebec and Montreal. Ottawa is the nearest division to that of Montreal.

Q. Is there no division of Sherbrooke?—A. No.

Q. Then the nearest on one side is Ottawa, and on the other side Quebec?—A. Yes.

Q. Do your thirty-eight counties run down to Quebec?—A. Down to Three Rivers.

Q. And does Quebec division come up to Three Rivers —A. Montreal division embraces Three Rivers and St. Maurice counties.

Q. Take Portneuf, for instance?—A. That is in the Quebec division; then our division embraces all the eastern townships up to the border line.

Q. Then, you say, in your position of assistant inspector you began at $1,200?—A. Yes.

Q. And you ran up by yearly increments of $50?—A. During six years, and $100 for the balance.

Q. And the maximum is $1,800?—A. $1,800.

Q. That is the full maximum of an assistant inspector?—A. Yes.

Q. Are all inspectors paid the same in each division?—A. Yes, sir.

Q. And the assistant post office inspectors?—A. Yes, all in the same scale of salary.

Q. You do not go on a revenue basis?—A. No.

Q. Then where the assistant post office inspector is at his maximum, say at Quebec, he would be paid the same as you?—A. Yes.

Q. You think there is some reason that the assistant inspectors of the Montreal division should be paid as much as the assistant postmaster?—A. Yes, the assistant postmaster on appointment receives $2,000 a year.

Q. Running up to how much?—A. That is the maximum and the minimum, and, of course, if his salary is to be raised we would like to be treated in no less liberal way, considering that our duties are as onerous and as responsible, if not even more so, than his.

By Mr. Fyshe:

Q. But do you not require to be employees of some experience to reach your maximum of capacity?—A. Yes, we should.

Q. You think it is easier for the assistant postmaster, experience is not so necessary in his case as in yours?

By the Chairman:

Q. You were saying that there are 300 accounting offices and there are 600 other ordinary offices?—A. Yes.

Q. How often do you inspect those ordinary offices?—A. We have no regular period of inspection; we could not go over the whole territory in the year. Non-accounting offices are inspected as occasion offers.

Q. How many assistant inspectors are there?—A. Two, Mr. Joseph A. Madore and myself.

Q. There are the inspector and two assistant inspectors to look after 900 post offices in thirty-eight counties?—A. Besides the several mail routes.

Q. Yes, you call attention to the fact that up to some few years ago you had a per diem allowance when on your visits?—A. Yes.

Q. You are now simply paid travelling expenses?—A. Yes.

By Mr. Fyshe:

Q. And you lose by that?—A. We most certainly do.

By the Chairman:

Q. The change in effect has had this result that I presume human nature being the same the world over, you do not go out more than you are compelled to go?—A. It can hardly be otherwise.

Q. You would not naturally go out and have the discomforts of travelling in these out of the way places if you were only paid what you are out of pocket and not quite that?—A. It necessarily becomes a hardship for us to do so. The withdrawal of the per diem allowance, and the actual loss resulting to us therefrom, has certainly lessened the desire to travel.

Q. That was perhaps a little perquisite in the per diem allowance that might have covered the additional outlay to which you were subjected?—A. Yes, it might have helped to cover extra expenses in connection with wear and tear of clothes or for extra wearing apparel required when travelling at certain seasons of the year, and to overcome, in some measure, the discomforts with which we meet throughout certain sections of the country.

Q. Then the effect, as I said before, is that it has discouraged any more travelling than you are absolutely called upon to do?—A. It certainly has had that tendency.

Q. In these thirty-eight counties there are not many principal towns? You have to put up at all sorts of places when you are out of your district?—A. All sorts of places.

Q. I suppose, with the exception of St. Hyacinthe, Three Rivers, and perhaps one or two other places, they are all country taverns?—A. Country taverns with poor fare, poor lodgings and pretty high prices.

Q. Do you travel much in winter?—A. As much as in any other season of t year.

Q. Do you arrange your duties so as to travel less in winter than in summer?- A. This is a difficult matter to arrange, although we may make some effort to cov long distances, during the summer season, but we cannot foresee what will happen, a it frequently occurs that long journeys have to be taken during the most rigoro seasons of the year, and when discomforts of all sorts have to be met with.

Q. Of course, I do not know as much of the topography of your district as I of Ottawa, but have you anything in the division of Montreal corresponding with t Upper Ottawa district, where they have to travel hundreds of miles on stages?—A. W have some few routes which require some fifty, sixty or seventy miles of staging.

Q. And you have to cover that in all kinds of weather?—A. In all seasons a in all kinds of weather.

Q. Over bad roads and in everything else?—A. Generally over bad roads a sometimes in very bad weather.

Q. How are the new post offices established? You have to induct the new po master, what is the first step?—A. The first step towards the establishment of a p office is taken by the interested parties petitioning the Department for a post office.

Q. Take some place or other up the north country how do you get at it that it in need of a post office? Somebody makes application I suppose?—A. Yes, to t Department.

By Mr. Fyshe:

Q. Having so many signatures I suppose?—A. Yes, and that application is refe ed to the Inspector for report. Material for this report is obtained through a visit the place, when the requirements for an office are looked into, cost of service estimat after which report as to the value of the application is made to the Departme When authority for the establishment of a new post office is granted measures have be taken to instal the new postmaster, instruct him as to the duties of his office a organize its service, that is conveyance of mails.

By the Chairman :

Q. Are these applications made politically often? Does the Member apply?— This may occur sometimes.

Q. Sometimes the Member finding that a small settlement of half a dozen famil is away from the mail makes an application to have a post office?—A. Such cases m occur, but the Inspector's report is based on actual facts.

Q. But begin with the beginning, with the application, are they not sometin made for political ends?—A. I suppose in some cases they are.

Q. Are they not often made for newspaper ends? The papers finding that th can circulate a great many copies in an out of the way place put pressure on to sec a service?—A. This has not been done to our knowledge.

Q. You never heard of that?—A. No.

Q. As a matter of fact, although occasionally political exigencies have led to application for a post office; the post offices are created after examination by y office?—A. Yes.

Q. And the application is treated as a matter of merit rather than anything el —A. Yes.

Q. Is there a constant number of new creations of post offices?—How many p offices have there been created in your division in the last few years?—A. Within last five years two hundred and fourteen.

By Mr Fyshe :

Q. That is not a very great number?—A. That is because the district compr in Montreal postal division is an old one and throughout pretty well settled, and requirements for new post offices less than throughout new settled districts.

ESSIONAL PAPER No. 29a

The Post Office Inspector's Office is one, which, we might say, embraces every anch of the postal service, and in order to properly fulfil the duties of an inspector assistant inspector, one has to be familiar with the full details of the service so as be in a position to issue proper instructions to those under his charge and jurisdic-on. This knowledge of his duties is acquired by years of service in the department. f the outside service of the Post Office Department, the Post Office Inspector's Office perhaps the one which has the largest range of duty, and not the smallest part of sponsibility. The Inspector's powers of control are large, his duties are heavy and esponsible and the inspectors are officers to whose judgment the efficiency and smooth nd economical working of the postal machine is largely due. The outsiders come to im with their troubles and complaints, he has to correct postmasters' errors, oversee heir work and satisfy the public that their interests are being properly watched.

By the Chairman:

Q. That requires a certain amount of tact, you are between the public and the lepartment?—A. Yes, sir, the close supervision of the work allotted to us may have the effect of saving the department money. That is why it is we think the salary of an inspector, or assistant inspector, should bear some proportion of the work and responsibility attached to our office.

By Mr. Fyshe:

Q. How many years does it take you to reach the maximum?—A. Well, it will be ten years.

Q. And the maximum is what?—A. $1,800, rising from $1,200.

Q. You get $1,200 on appointment, an increase of $50 a year during six years; hen you get $100 a year during the balance, that is three years, so that in ten years rom the date of your employment you may obtain the maximum; then the super-nnuation is based on the average salary for the last three years in the service. I ave an idea that the superannuation should be based on the higher salary that a man hould be paid?—A. That is what we think also.

Q. And that rate would be the maximum of your office?—A. Yes.

Q. I went on this principle in the bank in handling the pension system.

By the Chairman:

Q. Practically in the public service you do go out at the highest salary you receive, nly it is the average for the last three years. But never in my experience or in your experience did a man get up and then get a reduction in salary?—A. No.

Q. What a banker does in his generosity to a decayed official does not happen in the public service. You are superannuated at your highest salary?—A. No, we do not know of any case where superannuation was on the basis of a reduced salary. I am sorry to say that Mr. Bain, our post office inspector, is ill at home, otherwise he would have been here and he would have put the case before you with more ability and authority than I can do myself.

Q. Your office is worked altogether by the inspector and assistant inspectors?—A. Yes, with a staff of clerks.

Q. You were speaking of the inspector's salary?—A. It was $2,000 at one time, and the same salary was then paid the postmasters at Montreal and Toronto. At the present time a post office inspector is appointed at $2,000, with annual advances, rising to $2,600, whereas the postmasters at Montreal and Toronto get $4,000 each.

Q. The inspectors get a maximum of $2,600?—A. Yes, and the assistant post-masters at Toronto and Montreal get, on appointment, $2,000.

By Mr. Fyshe:

Q. But they stay at that?—A. Yes. I do not know if it is right, that we should make any suggestion as to the figure of our salary, or whether we would be allowed to make a suggestion as to the figure at which we think our salary should be fixed.

Q. That is in your memo., I think?—A. Not the figure. Are we allowed to make any suggestion as to the figure at which our salary should be placed?

Q. Yes?—A. Well, of course, I am only speaking of rumour now, but I did hear that the inspectors had put in a demand for an increase to $3,500, as a maximum, which would be still $500 less than the postmaster at Montreal and Toronto, and I think that the duties of a post office inspector are no less onerous or responsible than the duties of a postmaster.

Q. They are much greater, because the duty of postmaster is apparently filled by amateurs who have never had any experience and who do not profess to follow it at all in many cases?—A. You cannot say that of the inspectors or assistants.

By the Chairman:

Q. Of course, we do not say that, we do not say anything, we are obtaining information?—A. Then the rumour says that the assistant inspectors expect to get a maximum of $2,500, which we think would be only fair considering the salary that the postmasters and assistant postmasters get, and considering also the duties which we are called upon to fulfil. I would like to make a comparison between the duties and responsibilities that rest upon us now, and the duties and responsibilities which rested upon the Montreal postal division, say ten years ago. There were then two other divisions, Sherbrooke and Three Rivers, and the Montreal district consisted of eighteen counties, 348 post offices, 53 accounting offices and 273 mail routes.

Q. What of the Three Rivers and Sherbrooke divisions?—A. They have been abolished.

Q. I know that, but what had they then?—A. The Sherbrooke division comprised ten counties, embracing mostly the eastern townships and Three Rivers, twelve counties. Of these some fifteen counties have been added to the Montreal division.

Q. Was it not a fact that they were abolished because practically the inspection were too small?—A. I believe that was the reason invoked for their abolishment.

Q. I think that in working out your comparison you should show what Sherbrooke and Three Rivers had?—A. Well, no doubt that would be good information.

Q. It is a very fair comparison to make between what the Montreal division was ten years ago and what the Montreal division is now; that is a very fair comparison from your standpoint, but what you would also have to do in elaborating that is to show to what extent you have had an increase in the staff in order to cope with the enlarged amount of work?—A. I can give you that, ten years ago or so, that is, before the Sherbrooke and Three Rivers divisions were abolished, the staff of the Montreal inspector's office was composed of a personnel of nine, whereas at present it is composed of twelve.

Q. Yes, you should also show the extent of the work performed at Sherbrooke and Three Rivers, which practically did not amount to much, I believe?—A. The Sherbrooke and Three Rivers divisions were not without their *raison detre*, I believe. However, the present Montreal postal division, which has taken in a considerable portion of the two divisions which were abolished, is now composed of 38 counties, 900 post offices, 300 accounting offices, and about 700 mail routes, and the staff of the Montreal postal division is composed of one post office inspector and two assistant post office inspectors.

Q. I thought there were three, Mr. J. A. Madore, Mr. D. Nelligan and yourself —A. There were three, but one was superannuated.

Q. And his place has not been filled?—A. No. There are two senior second class, one third-class junior, three fourth-class, four temporaries and one messenger.

Q. I am going to ask a question before you go any further. Do you propose has application been made to appoint another assistant inspector in the place of Mr Nelligan?—A. Not that I am aware of.

Q. Do you think it is necessary or desirable to have another?—A. Well, I am not quite prepared to say so now, and unless a duly qualified assistant would be appointed

in Mr. Nelligan's place, we might not obtain the relief required. Mr. Nelligan's superannuation dates from November 1 last.

By Mr. Fyshe :

Q. How old is he?

By the Chairman :

Q. He will be sixty on his next birthday?—A. Had some thirty-eight years of service.

By Mr. Fyshe :

Q. Was he incapacitated?—A. He was ill.

Q. What superannuation did they give him?—A. He got $1,240, I think.

By the Chairman :

Q. Why did he not get the full superannuation?—A. He got the average of the last three years' pay on thirty-five years' service, that is, $1,240 instead of $1,260.

Q. And you are not prepared to answer that question?—A. Well, we would like to have one year's experience and see how we can get along without a third assistant inspector. Then we might be in a better position to say to what extent another assistant inspector would be of assistance to us, and if we could get along without another one.

By Mr. Fyshe :

Q. Of course, if you did you would have a much stronger reason for getting an increase of pay.

By the Chairman:

Q. Why, in proportion to your small staff, have you four temporaries? That is a very large proportion is it not?—A. Yes; they have been very recently appointed.

Q. Are they efficient men?—A. Two of them are women.

Q. Is it a fact that young men in this present day are not desirous of entering the public service?—A. I think so; and young men of good or fair education are what we require in this office.

Q. But you cannot get the type you want?—A. No; probably on account of the figure of salary, and the fact of the superannuation having been withdrawn has lessened the inducement of a good young man to enter the office.

Q. Then another thing, I suppose that the utter lack of prospect deters young men of good ability from entering the service?—A. If the department does not reserve the prizes which are to be found in the office for young men already in the service it can hardly be expected that those who are already there will take any interest in it, or will consider themselves anything else but temporary clerks awaiting something better.

Q. Yes, and they disappear?—A. Yes, they disappear. I am expressing the opinion that it would be far better if young men were obtained for the service, and after their being trained let them see that there is something ahead for them.

Q. Then these four temporaries are entirely political, I suppose?—A. Perhaps so. At any rate women in our office are not very desirable unless as duly qualified stenographers and typewriters, and as a matter of course women in any office are generally there only *en passant.*

We heard that there was something thought of re-establishing the superannuation system for something better, and as far as we are concerned, we would be strongly in favour of what they call a provident fund such as they have in banks.

Another point which we consider of importance to us is that in the event of the maximum of salary being increased, old employees such as ourselves, or say employees

who have put in twenty or thirty years of service, be made to enjoy, at once, the maximum figure of salary, instead of having to attain it by yearly increments, otherwise if an employee of some thirty-five or thirty-eight years of service has to wait ten years or so to attain the maximum figure of salary, his chances to reach it, or to even enjoy the benefit of it are rather slim.

I desire also to call attention to the question of a per diem allowance, and to point out that in the case where this allowance was paid it most frequently was paid for time put in after the regular official day, that is, it was a matter of very frequent occurrence that after the full official day had been put in in the office we had to leave the city by some late afternoon train in order to reach our point of visit, and it was not a matter of rare occurrence that we also had to put in extra work late in the evening or even late at night in order to be able to return to the city and to our official duties by an early morning train. This is the condition of things which actually exists, and which constitutes long and arduous extra work and for which we receive nothing; in fact which, as a rule entails upon us, besides the extra work, material loss

Witness retired.

POST OFFICE INSPECTOR'S OFFICE,
MONTREAL, September 11, 1907.

To the Honourable the Royal Commissioners appointed to inquire into matters pertaining to the Civil Service of Canada.

GENTLEMEN,—The undersigned, assistant post office inspectors of the Montreal postal division, desire to respectfully lay before you the following facts:—

The duties of post office inspectors and assistant post office inspectors as laid down in the Postal Act are as follows:—

(*a*) Superintend the performance of the mail service, taking care that, as far as the state of the roads and other circumstances permit, the stipulations of all contracts for the conveyance of the mail are strictly complied with by the contractors.

(*b*) Instruct new postmasters in their duties.

(*c*) Keep the postmasters to their duty in rendering their accounts and paying over their balances.

(*d*) Inspect every post office, from time to time, to see that it is properly kept and that the postmasters and their assistants perfectly understand their instructions and perform their duty well in every particular.

(*e*) Inquire into complaints or suspected cases of misconduct or mismanagement in respect of such duty, and also into complaints of the miscarriage or loss of letters or other mail matter; and,

(*f*) Generally do all and whatever he is, from time to time, instructed or required by the Postmaster General to do for the service of the Post Office Department.

The above shows that the duties assigned to a post office inspector and assistant inspector, are identical with the exception, however, that somewhat more responsibility rests upon the post office inspector on account of his position as head of the office.

That the duties of an assistant post office inspector are of a very general nature covering mostly all points connected with the postal service.

That the supervision of the work assigned to him requires full knowledge of the duties as laid down in the Post Office Act, which knowledge is acquired by long years of service.

That the fulfilment of his duties is at times of a very arduous nature and that the almost constant travelling over the territory assigned to him presents, at times, considerable fatigue, discomfort, nothing said of the danger to life and limb.

We think it well to call your attention to the present composition of the Montreal postal division.

It comprises thirty-eight counties. about nine hundred post offices, of which there are very nearly three hundred accounting offices ; mail routes in the division number about seven hundred.

This will give you an idea of the constant supervision required of the Montreal post office inspector and of his two assistants, in order to see that the duties assigned to them and that the full work of the postal division under their care are properly carried out and attended to.

The present maximum salary attached to the position of an assistant post office inspector is that of $1,800 a year, the minimum, $1,200. The maximum salary is reached by yearly increments of $50 or $100 according to the years of service.

We beg, most respectfully, to make a comparison between salary attached to the position of a city assistant postmaster, and that of an assistant post office inspector, and we shall take for the purpose that of the Montreal post office, and of the Montreal postal division.

It seems to us that the duties attached to the position of the assistant postmaster of Montreal, are no more numerous, do not carry any more responsibility and we venture to say are often times less arduous and less difficult of application than those attaching to the position of assistant post office inspector of the Montreal postal division, nevertheless the salary of the assistant postmaster of Montreal, is fixed at $2,000 a year, on appointment, whilst that of assistant post office inspector is fixed at $1,200 on appointment with a maximum of $1,800 obtainable by yearly increases of $50 or $100.

We are led to believe that the salary of the assistant postmaster of Montreal, and of other cities of importance, is to be raised to a higher figure and if it should occur to you that the office of assistant post office inspector of Montreal, is of equal importance to that of assistant postmaster of Montreal, and carries with it as great a responsibility, or requires of the incumbent as much labour, then we hope that it may please you to recommend that, on the score of salary, we be treated with equal liberality.

We also respectfully beg to submit that in the event of an increase of salary being attached to our division, the maximum figure be granted at once to such of those as have served a large number of years in the service, and who, on account of the many years put in, cannot very well afford to wait the attainment of the maximum figure by means of the yearly increases.

Some years ago a per diem allowance of $3.50 was granted to post office inspectors and assistant post office inspectors when travelling on duty, for the purpose of meeting expenses of board and lodging. This per diem allowance has been taken from us and we are now paid, when travelling on duty, simply actual and reasonable expenses, which have to be itemized in accounts rendered to the department. It is easy to understand that the existing system of paying actual expenses must, necessarily, work loss to us as there are many items of absolute necessity which cannot be covered or included in the accounts rendered and we think that if the former per diem allowance could be reverted to it would only be fair and just to those who are compelled to travel, on duty, to leave the comforts of a home and to meet with the very frequent discomforts of the small country inns, besides wear and tear to clothes and danger to health.

It seems a hardship to us to find that, on our return from an official trip, we have had to draw from our income in order to cover full expenses of the trip, and although we know that this is not expected by the department, nevertheless it is one of those things which exists and cannot very well be avoided.

The undersigned are two long service men, one having very nearly completed thirty-seven years of service, the other thirty-three, and we feel that we are justified in expressing some opinion as to the system of superannuation to which we have contributed for so many years. In this connection we quite agree with the recommendations contained in the memorial of the Civil Service Association, presented to you,

and which suggests the establishment of a provident fund, applicable to those dependent upon us and whom we leave behind.

The whole respectfully submitted.

(Signed) J. P. CHILLAS,
Asst. P. O. Inspector.

J. A. MADORE,
Asst. P O. Inspector.

MONTREAL, September 12, 1907.

Mr. ULDERIC CLERMONT, the Inspectors' Staff, Montreal Division, Post Office Department, sworn and examined:—

By the Chairman:

Q. You and your colleagues have sent in this memorial?—A. Yes.

(Memorial from the clerks in the inspectors' office, Montreal division, read.)

Q. You consider that having to attain a thorough knowledge of French and English, and also a full knowledge of the post office administration, you should not be kept in the same standard as clerks who perform routine work which requires less education, and that a special class should be established for clerks in the post office inspectors' offices. What would you call the special class?—A. Under the law the clerks in the postal division inspectors' offices are on the same basis as the clerks in the post office, where routine work is done, such as the sorting of letters in bags. The clerks in the post office inspectors' branch are mostly engaged in writing correspondence both in English and French, and to all these foreigners, and we have a great deal of difficulty in doing that work because we have to deal with all kinds of foreigners Austrians, Italians, Finlanders, and other nationalities. Our work is of an entirely different description to that of a clerk in the post office.

Q. The Civil Service Act, I do not know what is in your Post Office Act, which talking of the inspectors' branches, only deals with the post office inspector and assistant inspector, it does not deal anyway with the clerks employed by them?—A. I said yesterday, I think it is there in the book, that the clerks in the inspectors' office are on the same footing as the clerks in the post office.

Q. Yes, exactly, I was going to say there is no distinction. Your contention that they should be distinct from the ordinary clerks?—A. Yes, on account of the different nature of the work they are called upon to perform.

By Mr. Fyshe:

Q. Do you think they should not be on the same footing as post office clerks?—A. I think they should not.

Q. You think the work is more responsible?—A. Yes, and more complicated. Of course, their work is such that they have to learn it thoroughly, but all they have to do is sort letters correctly.

Q. But a man doing the Savings' Bank or money order work, do you think he is on the same basis as the man who is sorting letters?—A. No, sir, that is work which differs from the general work of sorting downstairs—oh, yes, they are on the same footing as the post clerks.

Q. Do you consider your work is of more importance than that of the clerks employed downstairs doing savings' bank and money order business?—A. The savings' bank, I suppose, will deal with that themselves, I am only talking for our own office.

Q. You express no opinion about those two branches, but with regard to the ordinary sorting branch you think you should be in a better position?—A. Yes, I think so on account of having more important duties to perform.

Q. You ask 'that the clerks in the Montreal division be placed on the same level as those in other divisions,' where is the difference, please?—A. The difference is that in the other divisions they have nearly all first-class and second-class clerks, I can say that in a small division like down below in New Brunswick they have first-class clerks and senior second-class clerks, which we have not in Montreal. There has not been a first-class clerk in Montreal for years, if there ever has been one.

Q. Why is that?—A. I do not know, the vacancy has never been filled, I suppose.

By the Chairman:

Q. Your service only commenced about two years ago?—A. You will not see my name with the post office inspectors' division, although I am twenty-five years in the service.

Q. Then you consider that you should be like the divisions in Toronto and Ottawa, that there should be first-class clerks in this division?—A. Yes, because there are no senior second-class and first-class clerks here in Montreal.

Q. Do you consider that is by design or accident that there has been no first-class clerks here?—A. I do not know.

Q. It has never been brought to the notice of the department, has it?—A. I suppose it has, I think we should get all that is coming to us; the work that the first-class and senior second-class clerks perform in other divisions we do here in Montreal. Take me, for instance, I am a junior second-class clerk, and I get $900, with over twenty-five years' service.

By Mr. Fyshe:

Q. You are graded lower and yet do the same work?—A. We must, because we are clerks.

By the Chairman:

Q. In Quebec there are no first-class clerks?—A. No, but you will see there are two senior second-class clerks, with $1,200 salary.

Q. That is your contention, that the Montreal division should not be graded less than the other divisions?—A. Yes, that the classes should be represented in the Montreal division the same as in the others.

Q. You complain of the old scale of salary and say that the conditions of life have so changed during the past ten years——?—A. I mean the present scale of salary.

Q. You say that the present scale of salary is now inadequate to meet your wants?—A. Yes.

Q. Then you go on 'that a pension free of charge be granted after twenty years' service whether a clerk is in good health or not.' What do you mean by that?—A. I tell you, we are two that have signed this petition. Mr. A. Madore and myself, as far as the pension fund is concerned I am on the pension fund yet, but Mr. Madore is not on it, and he insisted on my putting that, but it is really that we desire to have the pension fund again and as to the twenty years, of course, I told him that twenty years was rather a short service; I think so, but I think that thirty-five years is rather long. Now, after thirty-five years, take a man that gets into a department at twenty-five or thirty years of age, if he has served thirty-five years he is almost gone.

Q. Then you take it for granted that if there is a vacant position there caused by the superannuation of Mr. Neligan?—A. He was assistant inspector.

Q. Then you consider that that position of assistant inspector should be filled up by the promotion of a clerk in the department?—A. Yes, sir, all things being equal.

Q. There are three assistant inspectors in Montreal, there are only two assistan inspectors at another place, possibly there might not be a third assistant inspecto appointed again. Do you think that once an assistant inspector is appointed that whatever changes in the office may occur there should always be the same number?—A. No, I do not say that.

Q. There were three assistant inspectors and now there are two, as in the othe division; possibly, I do not know, but possibly it may not be desirable to fill up tha vacancy which has occurred by Mr. Neligan's superannuation. I ask whether you cor sider that once having, for some reason or other, three assistant inspectors appointe for any division that there should always be a third inspector?—A. Well, as Mr. Chilla has said he is not prepared to answer that just now; I am not prepared to answer tha question.

Q. Might it not be possible that because Montreal having taken in the oth divisions of Sherbrooke and Three Rivers that explains why there were three assistan inspectors?—A. Well, I think the fact of there being three assistant inspectors he is explained by the abolition of the Three Rivers division; Mr. Chillas was there, an there were two here, Mr. Neligan and Mr. Madore, and they brought Mr. Chillas he when the division was abolished. That is how there came to be three inspectors her

Witness retired.

MONTREAL, September 11, 1907.

Mr. Ulderic Clermont and Mr. Alexandre Madore, clerks in the Montreal Po Office, Inspector's Office, respectfully beg to submit the following facts before th Royal Commission:—

1. That the duties performed by clerks employed in post office inspectors' offic require a thorough knowledge of both the French and English languages and also thorough knowledge of the post office administration and regulations; consequentl we think that we should not be kept on the same standing as clerks performing routi work or duties requiring less education; and a special class should be established f clerks in post office inspectors' offices.

2. That clerks in the Montreal division be placed on the same level as clerks i other postal divisions, performing the same duties. The Montreal division, althoug the most important one in Canada, consists only of one inspector, two assistant inspe tors, two second class junior, one third class junior, two fourth class and five temporar clerks. You will notice that we have no first class nor second class senior clerks; an the same duties performed by the first and second class clerks in other divisions a performed by us here.

3. That the conditions of life, especially in Montreal, are so completely change that the old scale of salary is now inadequate to meet our wants.

4. That a pension, free of charge, be granted after twenty years of service i the Post Office Department, whether a clerk is in good health or not; and that suc law be retroactive.

5. That for the good administration of the Post Office Department, the positio of assistant post office inspector be filled by promoting a clerk in the office of th division where such position is vacant.

We are, gentlemen,

Yours very respectfully,

(Signed) ULDERIC CLERMONT,
A. MADORE.

THURSDAY, September 12, 1907.

Mr. JOSEPH LALLIER, president of the Railway Mail Clerks Association for the Montreal division, called, sworn and examined.

Memorial of Railway Mail Clerks read.

By the Chairman:

Q. Is that another memorial you have there, Mr. Lallier?—A. This is a memorial that has been prepared by the committee.

(Memorial read.)

Q. Mr. Lallier, when a railway mail clerk is appointed it is at $480 a year?—A. $400 now.

Q. That is not a very great difference. What does he get after two years' service now?—A. After two years' service?

Q. Yes?—A. If he passes the examination he gets $50 increase after the first year. After two years, $550.

Q. Then this old scheme of $480 and $520 is out of date?—A. Yes, that was before the new regulation.

Q. Are you divided into two classes?—A. There are no classes at all.

Q. Then you begin at $400 now?—A. $400.

Q. Then you have what is called a case examination?—A. Yes, case examination.

Q. That is every twelve months?—A. Yes.

Q. Then you have to pass a time test, to show how many letters you can sort in a given time?—A. It is not exactly with regard to time, it is with regard to the location of different places.

Q. It is a geographical test and a time test also?—A. Yes.

Q. You have to distribute in the case quickly?—A. Yes, but the time is not so important as accuracy, the time is mentioned in his report.

Q. Who examines you yearly in this?—A. The superintendent.

Q. The superintendent examines the railway mail clerks every year?—A. Yes, he is supposed to do so, but sometimes he is replaced by others.

Q. He is the man who is responsible for the examination?—A. Yes.

Q. After you have passed this first examination, what happens then, do you get an increase of salary if you pass successfully?—A. Yes, sir.

Q. How much?—A. $50 a year increase.

Q. If you do not pass the examination, you get no increase?—A. Yes, and if we pass less than 75 per cent we run the risk of being decreased.

Q. Then the second examination, what happens if you pass that do you get another increase?—A. Yes, another $50.

Q. That is if you pass?—A. Yes, sir.

Q. How many yearly examinations are there? Supposing you served thirty-five years, you would have to pass thirty-five examinations?—A. Yes, we have to pass the examinations even after we have reached the maximum, until we are sixty years of age.

Q. How many railway mail clerks are there in this division?—A. About sixty, I believe.

Q. Do you shift about on the different routes, or are you always on the same route?—A. There are some railway mail clerks who are always on the same route and other ones are changed occasionally.

Q. What is your route?—A. From Montreal to Island Pond.

Q. That is down on the border?—A. Yes.

Q. How many years have you been on that route?—A. Seven years.

Q. Would it not be better for the public service if you were shifted about?—A. I do not think so.

Q. Does it not become perfunctory when you are running regularly on the one route, can you not do the work sometimes almost mechanically?—A. Oh, no, we have to be particular to perform our duties carefully.

Q. In passing over this route for seven years, have you noticed that there are any places where stages have mail contracts where there are railways running also?—A. Stages, oh, yes.

Q. Do you know of any places where stages continue to be paid for carrying the mail where lines of railway are in existence?—A. Not to my knowledge.

Q. Have you been in any accidents?—A. No, sir.

Q. But you always run the risk of accidents in the train?—A. Every day.

Q. What are your hours, what time do you leave here?—A. 4.15 and I have to get down to the car at 2.30 or 3 in order to perform my work.

Q. When do you leave Island Pond to come back?—A. At 1 o'clock a.m. in the winter and 2 o'clock a.m. in the summer.

Q. You are off duty now then?—A. I came in this morning.

Q. And you have not been to bed yet?—A. No, sir.

Q. You have been on this route for seven years, and you always leave in the afternoon and come back in the morning?—A. Yes, sir.

Q. You turn night into day?—A. Yes, sir.

Q. Would it not be desirable to have a change in the routes so that the night clerks might become day clerks?—A. There are two trains on that route.

Q. Could not you shift around with the other clerk?—A. The other clerks live at the other end, while we live at this end.

Q. Do you get any special allowance for night work?—A. We get what we call night mileage.

Q. That is the inducement to take up night work?—A. Yes.

Q. What is the day mileage?—A. One-half cent per mile.

Q. What is the night mileage?—A. One cent per mile.

Q. What is the mileage between this city and Island Pond and return?—A. $2.50 per trip.

Q. Then in addition to your salary you get $2.50 per day?—A. Not $2.50 per day, but per trip.

Q. But on all the trips the clerk does?—A. Yes.

Q. Do you go on Sundays?—A. We come back here on Sundays.

Q. Then you are working seven days a week practically?—A. No, six days a week.

Q. Your mileage is about $7.50 per week?—A. Yes.

Q. That is to say, you get something over $30 per month in addition to your pay?—A. That is $30 per month, but that is big mileage in comparison with the others, that is about the biggest.

Q. But all mileages are not to the same amount?—A. Oh, no; there are some clerks make $90 a year in mileage, and they have to spend twice that in their expenses.

Q. Where is your home?—A. In Montreal.

Q. You have to pay for lunch and dinner outside of Montreal?—A. Yes.

Q. And the mileage is supposed to be an indemnity to cover that?—A. Yes, the mileage is to replace the old night allowance of years ago, and it merely is to pay expenses.

Q. In doing this work on the railway train, day in and day out, you are on your feet all the time?—A. Yes.

Q. Does not that to some extent affect the nerves?—A. It does gradually.

Q. Many officers of the railway mail service have had to be put on the retirement fund long before they have arrived at the usual age?—A. Yes, many; it causes kidney disease in some, and others are made sick in different ways.

Q. Standing on your feet all these hours you get liable to diseases of the nerves and other diseases?—A. Certainly we feel the effects after every trip sometimes.

Q. As a rule the railway mail clerks have to be retired from the public service n earlier age than the other officers?—A. Sure.

Q. If his health gets undermined?—A. Yes, a man that has been thirty years in service is practically a physical ruin.

Q. How many routes are there running out from Montreal? You have the Island d route, do you know how many routes there are?—A. No, I could not say. Well, e is the route from Montreal to Toronto, Montreal to Waterloo, Montreal to nd Pond, Nicolet to Montreal, Montreal to St. John, Montreal to Ottawa and ; William, Montreal and Ottawa, Montreal and Dundee, Montreal and Levis, Mon- l and Quebec—these are 17 routes in all out of Montreal.

Q. The staff in this district is under Superintendent Briegel?—A. Yes, sir.

Q. And there is an office staff to get your reports, of about four or five clerks? . Yes, five.

Q. Then you have what you call train porters?—A. Yes.

Q. What are these?—A. They are supposed to handle the bags. They are only)ne route from Montreal to Toronto.

Q. They come down with the bags to the trains, I suppose?—A. Oh, no; they lift handle the bags on the trains.

Q. That being a heavy route with many bags, you are obliged to have a porter) you on the trains?—A. Yes.

Q. There are only two train porters, are there?—A. Yes.

Q. What is a 'Mail Transfer Agent'?—A. He is a man employed at a station ook after the arrival of the trains and to look after the despatch of the mails.

Q. He is the man who takes the bags from you, puts them in the wagon and takes n to the post office?—A. He doesn't take them himself to the post office.

Q. He takes them from the train to the wagon?—A. Yes.

Q. And he is what you call a mail transfer agent?—A. Yes.

Q. Is the staff on this division large enough to do the work?—A. I think so.

Q. Is there any difficulty when vacancies occur through men breaking down in lth in getting men to replace them?—A. Not that I know of.

Q. That would seem as if people were content to come in at the salaries paid?— There are always some who are ready to work for nothing.

Q. For the honour and glory of the thing?—A. Some have the idea that when they into this service they are getting into a position with nothing to do. We have had mples of clerks coming into the service thinking that all they have to do was to ıp into the car and throw the bags off at the different stations, but when they found y had to work making up the bags they left.

Q. A boy beginning in the railway service begins at $500 a year. What does the rage boy get for his mileage?—A. $10 or $15 per month, and he has to spend $25 $30 sometimes because he has to go around to odd places.

Q. A boy entering the service—you get them at the age of nineteen?—A. ghteen.

Q. A boy now entering the service gets $400 for the first six months and $20 to $50 leage?—A. Not in six months, he gets some mileage but not as much as that; he s as much mileage as $10 or $15 per month.

Q. That is $120?—A. But he has to pay out his expenses. I want to call atten- n to the fact that one man has to spend $1.50 in expenses, and has 84 cents in leage.

Q. A boy gets $400 a year to begin with on appointment apart from his mileage, atever that may be?—A. Yes.

Q. Then after six months he gets $500 a year and his mileage; he would still be boy about nineteen about that time?—A. They do not all get in at nineteen or anty.

Q. Is there any age limit?—A. I think the average of those who come into the vice is twenty-five or thirty years.

Q. Then they must have had some experience outside before they came in. They have been at other work, I presume?—A. Oh, likely they have been

Q. But they have given up their other work to enter the railway mail service?—A. Most likely.

Q. Whatever his age is, after six months a railway mail clerk gets $500 a year and his mileage?—A. Yes, if he passes his examination.

Q. Of course he has to pass his examination. I find that they have entered at all ages, at twenty and so on?—A. I entered at twenty myself.

Q. You entered at twenty yourself. I do not suppose it happens now, but do you know that at one time the rates that were paid to the railway mail clerks were such that it was frequently a temptation to them to spend a great deal more money and to live extravagantly?—A. Railway mail clerks live extravagant?

Q. Yes, not now, but about fifteen years ago there were two or three railway mail clerks in the Ottawa division who led rather riotous lives and had to go to Kingston penitentiary?—A. For stealing money, I suppose; they could not live riotously out of their salary.

Q. I do not say it could be done now, but I say that ten years ago it was done. Col. White was asked in 1892 the question, 'has it not happened that in many instances railway mail clerks have gone to punishment?' and he said, 'I am sorry to say a good many of them have.' Has nothing of that kind occurred down in this division?—A. Yes; it was probably because they did not have enough pay that they were led to steal.

Q. Col. White was then asked, 'Is not that in great measure owing to the great pay they have received on appointment?' and he replied, 'I do not think so, because our experience is that those who have been in the service a long time have been in trouble as much as the young men.' Have there been any defalcations recently in this division?—A. Yes, there has been one man in this division who went to the penitentiary.

Q. How long ago is that?—A. Seven years.

Q. What did he do, steal letters?—A. He was supposed to steal them.

Q. How was he discovered?—A. By means of marked bank notes.

Q. I do not wish to reflect on the body to which you belong, but I want to get at the whole thing. The rates of the pay, although it was $480 and is now $400, the rates of pay are pretty much the same now as they were fifteen years ago?—A. We do not get any more than we did then.

Q. But owing to the increase in the price of commodities the rate of the pay now is not as good as it was fifteen years ago ?—A. No, sir.

Q. Then the temptation of having abnormal pay if they ever did have it is done away with ?—A. Enormous pay did you say ?

Q. I should not use that word perhaps, but the boy having large pay, that does not lead to as great temptation as it used to ?—A. From the example of others I do not think it does.

Q. You are brought into contact with all sorts and conditions of people?—A. We have nothing to do with the public.

Q. But you come into contact with them I suppose, you take your meals at one of the railway restaurants ?—A. Yes.

Q. And you see all the porters and conductors and all that sort of thing ?—A. Yes, and the brakesmen get more salary than we do so that they can live better.

Q. Do they stand treat occasionally ?—A. I do not know, I do not take anything myself, therefore, I do not know anything about that.

Q. You think that considering the arduous nature of the duty, the liability to accidents, and the destruction of health, that there should be some compensation for the railway mail clerks as against other branches of the public service ?—A. Yes, most assuredly.

Q. You are most liable to accident ?—A. Yes, sir.

Q. Is your life insured ?—A. A little.

Q. Do you pay extra hazardous rates ?—A. Yes, sir.

Q. What do they charge you for insuring your life ; what rate of premium do you pay?—A. I pay on a policy of the New York Life, $30 a year, and then I am in societies.

Q. Supposing you were not a railway mail clerk, but were a clerk in the post office down below, what would you have to pay then ?—A. I do not know, but certainly less.

Q. But they charge you an additional premium because you are in the Railway Mail Service ?—A. Yes. I have been refused insurance in societies on account of that.

Q. Coming to that, with the abolition of the Superannuation Act coupled with the fact that you have been refused insurance, you have no means but by careful saving of providing for old age ?—A. That is so.

Q. And you are quite sure in the Railway Mail Service of being engaged in night work ?—A. Yes, sir. I believe that the man that does night work shortens his life by ten years.

Q. I suppose there is a certain increase in the cost of living, by your being exposed especially in the winter, to the severity of the climate ? You have to clothe yourself more than the ordinary man ?—A. Yes, and you have to buy more remedies than the ordinary man too.

Q. Do you work in your shirt sleeves in the car ?—A. Yes, sir, I cannot work with my coat on, I have to work pretty hard.

Q. When the doors are opened in the winter to let the bags out or take them in are you in your shirt sleeves ?—A. Yes, sir, generally.

Q. Are you not liable to take cold ?—A. Yes, sir, of course, but we cannot hand out fifty or 100 bags with our coats on because you would get too warm then and would certainly take cold.

Q. What do the railways officials do ? They have a jacket with sleeves on for that work, I think ?—A. There are none that I know of.

Q. But the railway porters wear a special kind of clothing and they are out in the cold ; I do not say that you should dress as a railway porter does, but they take some precaution against the cold in the winter?—A. I do not know about that.

Q. You talk about the delaying of trains by snow storms, does that frequently happen in this district ?—A. Very frequently. In this way we lose much mileage through being delayed until after 8 a.m. when the mileage changes from one cent per mile to one-half cent per mile.

Q. Have you got anybody with you on your route ?—A. We are two on that route.

Q. On all routes are there two ?—A. No, sir, there are routes for four or five, and there are routes for one.

Q. Supposing you are all sick, can you get sick leave?—A. Yes, usually.

Q. Are there emergency men always ready to do the duty if you are sick, spare men, to put in your place?—A. Sometimes, and there are times when you have to replace the man who is sick.

Q. Are there more than enough men for all the routes?—A. Just about enough.

Q. If you were sick to-morrow who would replace you ? Have they spare emergency men—A. Yes, that is left to the superintendent.

Q. And he has enough men at his disposal to fill up the vacancies caused by sickness ?—A. Yes, sir.

Q. You were saying that the mileage rarely pays the expenses of the clerks ? What time do you leave Montreal ?—A. 4.15 p.m.

Q. What time do you get in?—A. Around about 10 o'clock.

Q. Then you have to sleep somewhere there?—A. Very often we get from 11 to 12.30 sleep.

Q. What time do you leave in the morning?—A. One o'clock.

Q. Then you turn right around and start back two hours after?—A. Yes.

Q. You have to take supper down there, you take it on the road?—A. Yes, sir.

Q. What time do you get into Montreal on your return?—A. Seven o'clock.

Q. You can get your breakfast at home?—A. Yes.

Q. How many meals does the average railway mail clerk have to take on the road? —A. I could not say about the average, but I suppose the average clerk will have to take about two meals on the road and others may have to take more.

Q. Taking the average with a couple of meals on the road, and some having to sleep, the mileage you consider does not pay?—A. It does not pay the expenses.

Q. And you say that owing to the abolition of the superannuation and the inability to insure your lives you are unable to make proper provision for old age and for your family as you ought to?—A. No, sir, we are not able to.

Witness retired.

MONTREAL, September 12, 1907.

Mr. ALPHONSE LEBLANC, Railway Mail Clerk, Montreal District, called, sworn and examined:—

By the Chairman:

Q. You wanted to give us some information, Mr. Leblanc?—A. I will give you an instance of the hardships which the railway mail clerks have to endure. Three years ago I had to run three nights and three days almost in succession. I left on Monday night from Montreal for Toronto, went as far as Belleville, came back the next afternoon at 3 o'clock, I came to the office here and I was told I would have to go on the Montreal and St. John Railway P. O., and I left on that trip at 11 o'clock at night. We got stuck in the snow bank at L'Acadie, Que., we went as far as St. Johns, Que., and got back at 12 o'clock the next day, that was Wednesday, and I had to go out on the Montreal-Toronto route at 5 o'clock. I went to Belleville again and got back at 3 o'clock Thursday afternoon. I believe railway mail clerks should get better pay.

Q. That is three days were occupied in covering that ground?—A. Three days and three nights without sleep, practically, and on one train I had to change the despatch of mails three times, and we had to sort them over again.

Q. How long have you been in the service?—A. Six years.

Q. I see you have a cold?—A. I was very sick.

Q. Is that a result of your occupation?—A. I believe that is the result of overwork on the train.

Q. What is your route?—A. I am employed in the superintendent's office now.

Q. You are employed there, you did not have sick leave?—A. I had sick leave, and now I am in the superintendent's office.

Q. How long since you ceased to do duty as a railway mail clerk?—A. A year and a half off the railroad.

Q. You are still called a railway mail clerk?—A. Yes, and I am paid as such, but I do not get mileage, only my salary of $700 a year.

Q. Do you have a yearly examination on the case to pass?—A. Yes, sir, the same as if I were on the route.

Q. But if the mileage was any good to you, you do not get it now?—A. I do not get it at all, except when sent on the road, and it may not happen once in a year.

Q. Are there any others like you in the office?—A. None.

Q. Are there any officials otherwise graded who are doing duty as railway mail clerks?—A. There are some in the office, but they are not graded as railway mail clerks,

just on the staff. Also a class called labourers, paid $1.50 a day. These men have not passed the Qualifying examinations, and act as railway mail clerks.

Q. Are they graded as railway mail clerks?—A. Oh, yes.

Q. What I want to find out is whether there are other men like you, graded as railway mail clerks, who are not doing the duty of railway mail clerks on the train? —A. In each division there is generally a railway mail clerk in the office.

Q. I suppose it is once a railway mail clerk always a railway mail clerk?—A. Unless he gets transferred to the post office staff.

Q. Does that often happen?—A. Not very often.

Q. I do not think it ever does; the only thing you can look forward to is to be superintendent of division?—A. Well——

Q. I know the chances are sixty to one?—A. That is about it.

Q. Considering that there are sixty mail clerks in this division and one superintendent, those are the chances. Then there is one man becomes superintendent at Ottawa?—A. Yes, he is called the Controller.

Q. How many districts are there?—A. Nine districts.

Q. Then the chances are one in 500 that a railway mail clerk can become the controller, that is if there are sixty clerks in a division and only one superintendent. That makes that there is one chance in 540 for a man to become controller?—A. Yes.

Q. Do you know in England that a man may be on a railway route for six months and is then brought into the inspector's office, and is then brought into the other offices and shifted round about?—A. They do not do that here.

Mr. LALLIER.—When I was in South Africa I was told by the clerks I met there from England that they are four years on the road and four years off, and they are only allowed to go on the road twice.

Q. Do you not think, Mr. Leblanc, that it would be better to adopt a system similar to that which they have in England?—A. There is one difference, I think, between post office clerks here and the railway mail clerks up above. There are clerks in the Montreal post office who are not asked to pass the qualifying examination, but only the preliminary, and they start at $400 in the fourth class. Very often it happens they get promoted from the fourth class to the third class, with $700 a year, inside of two or three years, whereas it takes us four and a half to five years to pass into the $700 class.

Q. Do you not think that bears out the argument that it would be better to have the service in which the men are constantly shifted?—A. I think railway mail clerks ought to be thoroughly acquainted with all that pertains to the railway, and it takes years before a clerk gets proficient in his work, and the present system is satisfactory to the men.

Q. But why is it in the mother country, where the service has been going on for very many years the practice differs? Would you not think that in England where they have had the benefit of long experience they would have the best system?—A. I think it would be better to have the railway staff separated as it is now; that is my opinion. I would say also that on some railways, like the Canadian Pacific Railway, the accommodation is very good, and on others, for instance the Grand Trunk Railway, it is a little faulty. Now, you see between Montreal and Toronto they have a car at the present time—I think they are going to change them—thirty-nine feet nine inches long, and there are six men working on the train during the night sorting, &c.; there is one on the letters, one on the registration, two assistants on the papers, one porter, and one sorting for Montreal city. We are working on the bags most of the time. There is almost no room to turn about in the car at all. It is a nuisance, and I think there ought to be better provision made for handling the mails.

Q. There are only three lines running out of Montreal, are there not, the Canadian Pacific Railway, the Grand Trunk Railway and the Intercolonial Railway?—A. There is also the Canadian Northern and the Central Vermont and Q. M. & S.

Q. But the main mails are carried by the big roads?—A. Yes.

Witness retired.

Mr. CHARLES WILLIAM CANDLISH, railway mail clerk, Montreal district, called, sworn and examined.

By the Chairman:

Q. Mr. Candlish, you have given attention to the retirement fund, I believe?—A. Yes. With reference to the retirement fund as at present, the department deducts five per cent of our wages.

Q. Is it your own money?—A. Yes, our own money we put up there, and the department allows us five per cent on it. I consider they are not doing us any favour by doing that, because if I had $100 to invest—at present they have about $275 of mine up at Ottawa—I could loan that money for six per cent at least.

Q. If that is what you are going to speak about I think we perfectly understand it, and that we are able to be with you?—A. That is not exactly what I was going to say, but what I wish to say is that we would like to see the Pension Act restored.

Q. And you would like its operation extended so as to include those who are dependent on you?—A. Well, yes, there could be great improvement made on the old pension law.

Q. Frequently after years of service men have died who have contributed for years to the fund, and their people got nothing back?—A. That is true.

Q. And your idea of an ideal pension system would be something that would benefit the widow and orphans as well as the man himself?—A. Certainly, something in the nature of the bank pension.

Q. I think, Mr. Candlish, we need not enlarge upon that, if that was what you were going to speak about?—A. That was all, sir.

Witness retired.

MONTREAL, P.Q.

To the Civil Service Commission:

GENTLEMEN,—The railway mail clerks of the Montreal division are pleased to take the opportunity afforded them of submitting to your consideration their griefs and demands

Knowing the experience, the tact and ability of the members of your commission to understand our special position as railway mail clerks, we submit the following in all confidence.

We request that our present annual increase of $50 be raised to $100, and that the maximum salary of $1,200 now paid us be increased to $1,500.

In support of our claims we would submit the following statement: —

On entering the service, a railway mail clerk is required to possess the same educational qualifications as his confreres in a city post office or the inside service, but unlike those gentlemen he must every twelve months pass a strict examination in his official duties, and, in order to qualify for promotion, must take as high as 90 per cent from those examinations, besides, the nature of his work demands the exercise of superior strength and stamina.

Without at all claiming to be a superior class of men to the clerks in the city post offices or the inside service, we do claim that the difficulties and dangers by which we are surrounded while engaged in our work demands superior qualifications to either of the branches mentioned, and entitles us to a higher remuneration for our services. Let us compare our duties with those in a city post office.

The work in a city post office is carried on in a well lighted and well ventilated om, it admits of a division of labour. One clerk takes charge of registered matter, second sorts letters; the newspapers are sorted by a third; while a fourth clerk perps looks after the receipt and despatch of the mails, thus the confusion and liability error inseparable from hasty turning from one class of work to another is avoided; t so, however, with the railway mail service, where one clerk carries on all these ties often alone and amid the tumult of a rapidly moving train; the air of the car tiated by burning lamps or smoke and dust. He has to accommodate himself in rrying on his work in postal cars of various sizes and designs gotten up without gard to the requirements of his route and changed from time to time to suit the price and convenience of the railway company.

The hardships of winter travelling, the maladies that we are constantly exposed contact by currents of air, &c., the delays of trains by snow storms, must also be ken into consideration.

Should any emergency occur in a city post office, the clerk has the advantage of ing able to consult an immediate superior on the spot, avoiding responsibility for tion taken, but a railway mail clerk has to act and think for himself, as in case of accident or detention of his train, the decision must be made at once without istance from any one, and while out of the reach of orders.

When failing to connect with other trains he must be able without hesitation to ke such disposition of his mails that they may be forwarded with the least possible lay, and this can be done only if the clerk possesses a thorough familiarity with the ain and stage service at all points of connections along his route, united with coolss, accuracy and self-confidence in the performance of his work. In fact, every rk in charge of a mail car actually assumes the responsibility and performs the ties of a chief in a city post office.

The mileage, with a few exceptions, barely pays the expenses of a clerk while ent from home on duty.

As the superannuation has been abolished, there is the greater need of increase salary, so that a clerk may provide for old age or when the time comes that he can our no longer.

Our petition is not the outcome of mercenary or unworthy spirit, but it is the ical sequence of conditions over which we have no control, such as the greatly inased cost of living, &c.

Other employers of labour have recognized these conditions and made generous visions to alleviate the burdens they entail.

So we respectfully request you to take our demands into consideration.

Signed on behalf of the railway mail clerks of Montreal by the undersigned:—

(Sgd.) JOS. LALLIER, *President of the Committee.*

Z. RAYMOND, *Secretary of the Committee.*

P.S.—As an immediate relief, we would respectfully suggest that a general inease of 25 per cent be granted to us, besides what already asked above.

the Secretary of the Civil Service Commission.

SIR,—Owing to an unexpected demand of my running mate, I am to be in Montal Wednesday instead of Friday. As it may be quite possible that the Commissionrs may be otherwise occupied and have no time for me, I have taken the liberty to ut these few lines in writing. My appearance before the Commission at all is at the rgent solicitation of some of the boys, who seem to fear that it is the intention of the ounger men to ignore entirely the claims and services of the older men, who have elped to make the R.M.S. what it is to-day, for very much less pay than the younger en are getting to-day for doing very much less work.

Briefly,—I think that the initial salary paid to R.P.O clerks is very much too small. I entered the service at $480, $39 net per month, and could not begin to take care of a family of four on that, even with rigid economy. This was for a year and a half without mileage, which was not added till March, 1873. This small entrance salary was cut by legislation that seems to me fairly criminal, to $300 and even now stands at $400. If it were doubled it would not be too much. Except for the addition of the mileage, the salary laid down in 1857, and remained till Sir Wm. Mulock's Bill raised the maximum to $1,200, and it has taken us five years to reach that, and the $1,200 will to-day do scarcely more for us than $960 would do then, and everything of the necessaries of life is continually advancing in price. Witness the advance of bread, milk and coal, the last two promised for next week, while meat has been advancing all the time and rents the same. I think, and others with me, that the maximum should be raised to $1,500 and that those who are now at the maximum and who had been for years at $960 should be advanced at once to the maximum, to make up for the years they were kept at such small pay. For one, I find it impossible to make my salary sufficient and I have never used liquor or tobacco, nor wasted my money on myself in any way. The R.M.S. is one of the most necessary of all the branches of the Civil Service. Suppose it to be discontiuued entirely, it would be very much like going from Montreal to Vancouver on the limited and stepping off the rear platform with your suit case in your hand to walk back. The public know little of the workings of the R.M.S. A lady once said to me, 'What do you do in the mail car?' I said, 'I am away from home fourteen hours or more. I ride 216 miles ; I stand on my feet in the car nine hours ; I handle a mail for every three or four miles I run, and for every seven or eight minutes I am in the car, and the rest of the time I sleep.' 'Why,' said she, 'I should'nt think you would get any time to sleep at all.' It seems to me unfair that the superannuation of men who have past the thirty-five year limit should be put on the three-year average plan. Is this not really exacting a superannuation charge after it has been formally and nominally discontinued? All sorts of rumors are current as to the intention of the Post Office Department and of the probable action of the present Commission. They are business men and the chairman's reputation is deservedly high, as being a man thoroughly acquainted with the Civil Service in all its branches, and as being an honourable and fair-minded man. I am willing to leave the matter in his hands, to treat fairly a branch of the service which is at once one of the most laborious, hazardous, most responsible and far-reaching in its usefulness of any and at the same time one of the most poorly paid, all things considered.

Very respectfully,

(Signed) J. D. ANDERSON,
Ry. Mail Clerk.

September 10, 1907.

MONTREAL, November 14, 1907.

Hon. Royal Commissioners of Civil Service.

DEAR SIRS,—The undersigned begs to submit to the consideration of your commission as follows: Entered the public service in June, 1889, six years as letter carrier, and thirteen years at clerk work, chief of carrier's branch, four years, acting P.M. St. Lawrence branch and Carriers' branch, three years general sorting news department, two years registered matter department, three years presently acting as letter sorter and despt, yet after such a period was made 4th class clerk March 1, 1906 till April 1, 1907, always at $600 per annum, carrier's maximum salary, and since April 1, 1907, was made 3rd class junior with an advance of $100 per annum, whilst all my comrade clerks having same length of service have mostly all attained 3rd senior clerkship with $900 per annum, and even some clerks having only from three (3) to seven (7) years' service same classification 3rd class junior $700 per annum, and a few have

been lately placed at $800, when I with almost 19 years of my life spent to public service, I am yet standing to same level of classification and salary with those late comers.

I did not present myself before your commission during your sittings in Montreal, being under the impression that your work of readjusting matters in the Montreal post office in reviewing the list of employees, my case would come under notice.

I also beg to call your attention that I secured my clerkship through a lengthy correspondence exchanged with the Deputy Postmaster General, who finally called on the ex-Deputy Postmaster of the Montreal post office to give an account of my last ten years' employment from March, 1906, to verify the truthfulness of my correspondence and claim somewhat forcing his recommendation in my favour when said account reached headquarters, secured for me a clerkship appointment, that is from carrier to stamper and sorter appointment then to 4th class clerk and since April 1, third class.

Is it justification that after having lost so valuable time I should be kept at the same level as those that have only a few years of service to their record, being almost *last* in the class, having been overheaded by a large number of younger ones with three or four years in the service.

Entirely resting upon your spirit of justice and the poet saying 'never too late to right a wrong.' I remain,

Your most obedient servant,
T. DE LAMADELEINE,
Montreal Post Office.

QUEBEC, September 18, 1907.

Mr. OCTAVE Z. TALBOT, sworn and examined.

By the Chairman:

Q. You are superintendent of the Railway Mail Service of the Quebec district?—A. Yes.

Q. How long have you been in the service?—A. Thirty-two years. I was appointed in 1875.

Q. You came in as a young man at the age of 24?—A. Yes.

Q. What is your salary now?—A. $1,800.

Q. What did you begin at?—A. $400.

Q. You began at the bottom?—A. Yes.

Q. Then you passed through all the grades, did you?—A. Yes. The scale of salaries was different then from what it is now.

Q. Did you pass any examination?—A. Yes. I had to pass the Civil Service examination in order to be appointed a mail clerk, and I had to pass examinations to be promoted.

Q. What steps did you take before you became a railway mail superintendent? Did you pass through the different grades of railway mail clerks?—A. Yes, from the third class to the first class. I was appointed superintendent from the first class of railway mail clerks.

Q. How long have you been superintendent?—A. Ten years.

Q. Then for twenty-two years you were on the trains as a railway mail clerk?—A. Yes.

Q. What were your districts?—A. I ran on every railway route we have in the district of Quebec—the Grand Trunk, the Canadian Pacific Railway, the Intercolonial, the Quebec Central, and the Lake St. John.

Q. Did the work of going out on the trains day after day affect your health?—A. Yes. My nerves suffered.

Q. Have you the examination of the railway mail clerks in this district?—A. Yes.

Q. How many railway mail clerks have you in this district—A. Fifty-five.

Q. Are they all permanent?—A. No. We have seven or eight who are not permanent, and we have four or five who are called labourers, but who are acting as railway mail clerks. These men receive $1.50 a day for each day's work they give. They receive nothing for any days they are off duty.

Q. Are these men called labourers who are doing the duty of railway mail clerks required to pass any examination?—A. No. That is the reason they have to be appointed as labourers, according to the law as it is now.

Q. Then, they are employed temporarily and called labourers, to do the work of railway mail clerks, because they failed to pass any examination?—A. Because they have not passed; and when they enter the service with the status of labourers they have to sign a document stating that it is well understood that they have to present themselves for the first case examination that may be held in the district.

Q. If they pass the case examination are they still called labourers?—A. No. As soon as they pass the examination the fact is reported to Ottawa, and very shortly afterwards they are appointed probationary railway mail clerks, in which position they have to serve six months more.

By Mr. Fyshe:

Q. What salary do they get then?—A. They get at the rate of $400 a year.

Q. That is only what they got before?—A. Yes, but with this difference, that once they are appointed railway mail clerks they get the travelling allowance of one cent a mile for every mile they travel from eight o'clock in the evening until eight o'clock in the morning.

Q. Do they not get that as labourers?—A. No. They get nothing but the $1.50 a day.

Q. Are there many applicants for the position of railway mail clerk?—A. Yes, there are always a good many applications for that branch of the service; but although all those who come in as labourers would be well satisfied to be appointed railway mail clerks, they would not, according to my experience, apply for such a position if they could realize what it meant. They are under the impression that once they are in the service they are all right; because a man who comes in at $1.50 a day works under very poor conditions. He is almost always obliged to take the poorest routes, and routes where he will be away all night, thereby being obliged to pay for his supper, his bed and his breakfast out of his $1.50 a day.

By the Chairman:

Q. Do you find that men are leaving the railway mail service to better themselves?—A. Yes, because they find that they cannot possibly live on the pay of $1.50 a day.

Q. Do you find a difficulty in replacing them?—A. Oh, no, there are always dozens of applications.

Q. Then in Quebec the supply is greater than the demand?—A. Yes.

Q. How are these men appointed?—A. They are appointed by Order in Council from Ottawa.

Q. You know nothing about them until they come to you?—A. No.

Q. The man living next door to you may be an applicant and you know nothing about it?—A. Nothing.

Q. You know, as a matter of fact, I suppose, that all these people are nominated by political influence?—A. Yes.

Q. Do you find that the men now entering the service are as good and efficient as those who entered say fifteen or sixteen years ago?—A. No.

Q. That is to say, a good clever man can make a better living outside now than he could in?—A. Yes.

Q. That is no fault of politics, but it is because things are better?—A. Yes.

Q. What do you think should be the salary of a railway mail clerk when entering the service?—A. I am under the impression that the cost of living is about as high in Canada to-day as it is in the United States, and I would consider that the salaries paid to railway mail clerks in the United States would be fair in Canada.

Q. What do railway mail clerks in the United States enter at?—A. $800.

Q. What do they raise to?—A. $1,600.

Q. A first-class railway mail clerk gets $1,600?—A. Yes.

Q. Have they districts in the United States as we have?—A. Yes, they are all classed as districts.

Q. What does the superintendent of a district in the United States get?—A. The general superintendent for the whole United States gets $4,000.

Q. What does a man in a position like yours get?—A. The general superintendent has an assistant, who gets $3,500. A man in my position in the United States gets $3,000 a year.

Q. A district superintendent in the United States gets $3,000 a year and you get $1,800?—A. Yes.

Q. $1,800 is paid by statute, whether in Montreal, Quebec or anywhere else?—A. Yes.

Q. You are one of the old employees? You are under the Superannuation Act?—A. Yes.

Q. Has the abolition of the Superannuation Act had any effect in your branch of the service?—A. Yes.

Q. Tell us what effect it has had?—A. I think all the clerks employed in the railway mail service to-day would very much prefer the system of superannuation that formerly existed. A man's constitution gives out very soon in the railway mail service. It takes a very strong man to bear the service more than twenty-five or thirty years.

Q. How long can an ordinary man stand it?—A. From ten to fifteen years.

Q. In your branch of the service, where a man is quickly used up, the Superannuation Act, besides being restored, should make some provision for the family?—A. I am strongly of that opinion.

Q. When a railway mail clerk fails to pass the case examination the annual addition to his salary is stopped?—A. Yes.

Q. Do you find that some of your railway mail clerks get into such a nervous state that they cannot pass the case examination?—A. Hardly. To my mind, it is indispensable, and easy for a man who goes at it in the proper way.

Q. One of the railway mail clerks gets only $550 a year?—A. Yes.

Q. And a man appointed later gets $670?—A. Yes.

Q. Did the first man fail to pass the case examination?—A. Yes.

Q. Was that owing to bad habits?—A. No. The man has good habits, but unfortunately he never was fit for the service, and to-day he is in an asylum.

Q. But he is still on the pay-list?—A. Yes, and under the law he will remain so for a year. The man is a hard worker and a saving man, and he could have done well enough in some other business where he would have been the right man in the right place.

Q. What is the annual increment in the salary of a railway mail clerk?—A. $50 a year.

Q. That man could not pass for two or three years?—A. He was blocked for two or three years, and I suppose he strained his brain so much in the effort to pass the examination that he went insane.

Q. Should not some provision be made whereby a disabled railway mail clerk should be retired?—A. Yes.

Q. Generally speaking, what suggestions have you to make in regard to the railway mail service?—A. I think that after this no man should be appointed in the ser-

vice as a labourer. This system has certainly proved to be a failure. One reason is that a man who is called upon to perform the duty of a railway mail clerk has to give all his attention for the first two years or so to studying and learning the distribution and the work. He has on his mind the fact that he has to prepare for the first Civil Service examination, and he is very often afraid that he will not be able to pass it, and on this account he does not give the proper attention to the duties of the railway mail clerk.

By Mr. Fyshe :

Q. Why do you say that in most cases the man has the conviction that he is not going to pass the examination?—A. Because he has not the necessary education for it, and I think you will find that the civil service examination, so far as the railway mail service is concerned, is altogether different from what it should be. It is generally the case in our province that a young man from the country has only the education that he gets at the common school, and has learned absolutely nothing of the history of France or the history of England, or things of that sort.

Q. Will he have learned to cipher?—A. To a certain extent; but in the matter of mathematics he has certainly learned nothing to enable him to fulfil the proper duties of a railway mail clerk.

Q. How long do these sons of farmers usually stay in school?—A. From five to eight years—until they are 16 or 17 years of age; not in every case, but generally.

By the Chairman:

Q. What suggestions have you to make with regard to the labourers?—A. I would say that there is no possibility of a man living on a salary of $1.50 a day. That is sufficient to discourage them in the service, and that has been my experience of the system.

Q. Have you anything more to say?—A. I think not, with regard to that.

Q. Once a boy enters the service as a railway mail clerk and as long as he stays in the service he is a railway mail clerk.—A. Yes.

Q. Nothing else?—A. Nothing else.

Q. A railway mail clerk, during the first three or four years of his career, is probably a better officer than he is after he has been twenty years in the service, is he not?—A. No. I believe the contrary is true to-day. This is due very likely to the fact that we do not get the same class of people in the service.

Q. Does not a man know his duties better in the first half dozen years than he would when his nerves got shattered after another half dozen years?—A. Not to my knowledge.

Q. Are the men who have been twenty or twenty-five years in the service as efficient as they were in the earlier part of their career?—A. Yes, generally.

Q. There are some exceptions, I suppose, of men whose nerves are broken down —A. Yes.

Q. Don't you think it would be better, in the general interests of the service, to do as is done in England, where the railway mail clerks, after serving a little time are put in the inspector's office and then into the post office, and are shifted about —A. Yes, I think it would.

Q. When a railway mail clerk comes back from his route does he report to you —A. No.

Q. When you send a man to Sherbrooke, for instance, and he returns, does he simply go home ?—A. He comes to the Quebec office, and looks at the order book or book of instructions, to see if there are any new instructions, and especially what we call the list of duties. That book gives every man his duties for the week.

Q. Does he sign that ?—A. He signs a book, but this list he does not sign.

Q. Then you know, from his signing a book, that he has been on duty ?—A. Yes.

Q. Although he does not report to you on his return, you have means of knowing that a man has been on duty ?—A. Absolutely.

Q. Do you shift your men about very much ?—A. We keep the same man as much as possible on the one route.

Q. And the same man may be going on the one route for thirty years ?—A. Oh, no. A man is first put on a poor route or a small route, and in the course of time he is promoted to a beter or a more paying route.

By Mr. Bazin :

Q. What do you mean by a better paying route ?—A. A route with more mileage. For instance, on the Intercolonial railway we have a route from Lévis to Campbellton; that is 305 miles. A man travelling on that route will leave Quebec at, say 5 o'clock in the evening, and will return home about noon on the following day. That route gives him a very fine mileage, because he gets a cent for every mile he has travelled between 8 in the evening and 8 the next morning.

By the Chairman :

Q. Does the man who leaves for Campbellton at five in the evening and comes back the next day start again at five that evening ?—A. A. Oh, no. He has to lie off for at least one day and two nights.

Q. Then a man gradually betters his position by getting a better route ?—A. Yes.

Q. Even after he has a better route, you take care that he is not always on night duty ?—A. Yes.

Q. That he is off one night or two nights ?—A. Two nights and one day.

Q. As an old railway mail clerk, don't you think that this constant travelling on railway trains and standing on the feet all the time in a corner of a car near the engine must injure the health ?—A. Greatly, and I would strongly recommend that the habit of placing the railway mail car next to the engine should be given up. The shaking of the car in that position is double what it is in any other part of the train. Another difficulty is this : At any season of the year the railway mail clerk, in his shirt sleeves and bareheaded, has to go to the door of the car and be ready to deliver and receive the mail at each station as soon as the train moderates its speed. Sometimes the car, being next to the engine, will be three or four hundred feet from the station platform, and the mail carrier has to wade in deep snow sometimes to reach the postal car. For five or six months in the year a man is exposed to severe weather.

Q. In addition to the nerves being affected, a railway mail clerk suffers from the vicissitudes of climate ?—A. Yes, greatly.

Q. What kind of accommodation has the man going to Campbellton in the mail car ?—A. Not always the best.

Q. What is generally the kind of accommodation ?—A. On the long routes there is generally an accommodation car—half baggage and half postal.

Q. Is the railway mail clerk in a position to lie down if he has a chance ? ?—A. He has a very poor chance. The cars are not built to enable him to do so. On that subject will you allow me to state that seven or eight years ago the general post office inspector, who then had charge of the railway mail service, gave instructions to all the companies who supplied the postal cars, not to have any kind of bunk or bed put in a car.

Q. Have they a stool to sit upon ?—A. Yes.

Q. They must stay up ?—A. They must stay up.

Q. But I suppose they do not often sit on the stool ?—A. They do, because they have nothing else—sometimes on the table or sometimes on the mail bags.

Q. Have you any other suggestions you wish to make?—A. I submit a memorandum on behalf of the railway mail superintendents of Canada. (Memorandum read and filed.)

Q. If the railway mail car is still to be kept next the engine, could it be built differently so that the jarring would be diminished ?—A. Yes, I think it could ; but I think the main object is to remove it and put it next to the second class passenger car.

By Mr. Fyshe :

Q. Would not a steel car be a great improvement ?—A. It might be, as it would probably be a heavier and more solid car.

Q. It does not follow that it would be less vibratory ?—A. No.

By the Chairman :

Q. Have any accidents happened to railway mail clerks in this district lately ? —A. Yes. About a month ago a train on the Quebec and Lake St. John railway ran off the track. The clerk on duty happened to be one our oldest clerks, and he had a very bad shaking up. He tried to continue at work ; in fact, he performed a couple of trips after that ; but he had to give up the work, and he has now been laid off for two weeks.

Q. Is he on leave of absence now ?—A. Yes.

Q. Has he applied for anything ?—A. No, because he is under the impression that in three weeks, which he is allowed as annual leave, he will be able to resume work again.

By Mr. Fyshe:

Q. Has the Government any arrangement for accident insurance covering the risk of accidents ?—A. No. The Post Office Department has notified its employees that in case of accidents like that, their claim must be made against the railway company which is supposed to be responsible for the accident.

By the Chairman:

Q. Have there been any other accidents in this district, such as fire in a railway mail car ?—A. No fire, but we have had different run-offs.

Q. You had no accident in which a man's clothes were burnt, or anything of that kind ?—A. I do not recollect any. Would you allow me to suggest the appointment of a man as railway mail clerk inspector for the whole Dominion, who would have authority to go to a railway company and say to them, for this route we want a car built and equipped according to such and such a plan. The same man could be the examiner of the railway mail clerks for the Dominion.

By Mr. Fyshe:

Q. Would one be enough ?—A. I think so.

By the Chairman:

Q. Would you recommend that the Railway Commission should be appointed to inquire into the suitability and durability of the railway mail cars ?—A. Yes, and the disposition of the same.

Q. Have you any other suggestions to make ?—A. No.

SESSIONAL PAPER No. 29a

SUPERINTENDENT, RAILWAY MAIL SERVICE,
QUEBEC, QUE., September 18, 1907.

Chairman,
Civil Service Commission,
Ottawa.

DEAR SIR,—Referring to the inquiries in regard to salaries and the status of employees of the Civil Service at present being considered by the members of your Board:

The superintendents of the Railway Mail Service of Canada desire to direct your attention to the following facts in the hope that the present disadvantages under which they labour in regard to their salaries may be ameliorated.

In the year 1897 the Railway Mail Service Branch was established. Previous to that time the Railway Mail Service had been under the control of the several post office inspectors of Canada, the details of the service being looked after by chief clerks in the inspectors' offices. The maximum of the chief clerk's salary was $1,500 per annum. When the Railway Mail Service Branch was formed the chief clerks were made superintendents of the various districts—nine in all—but they received no increase in salary.

The duties of superintendents are: to arrange for all transportation by railway and all land services which touch the railway. The control of all railway mail clerks and office staff, and the annual examination of railway mail clerks in their duties and efficiency, the compiling of schedules, the reporting upon and organizing new services, assisting inspectors when requested in investigating irregularities and the arrangements with and payments of transportation companies. These duties we submit are of equal, if not of greater importance and responsibility, and entailing greater wear and tear, than those of the post office inspector. The great discrepancy between the salaries of inspectors and superintendents, place the latter under a disadvantage in their dealings with the public, with transportation companies, and, in a peculiar sense with the various departments and staffs. The contention could fairly be made that mail transportation is the basis of the whole postal service; and the fact may be mentioned that in order to qualify a person to fill the position of superintendent it is required by the statute that the candidate shall have served at least ten years as a railway mail clerk. The salaries should be equal to any in the outside service of the department, and not, as in some cases, simply on a par with the clerks on the staff. In the revision of salaries in 1903 the salary of superintendents was increased to equal that of an assistant post office inspector, with a maximum of $1,800 per annum. This increase has not even kept pace with the increased cost of living, nor has it improved the status of superintendents, but rather the contrary by placing them on the same footing as assistant post office inspectors, whose duties are by no means as responsible or as arduous.

Respectfully yours,

E. P. BENT,
Supt., Halifax.

O. TALBOT,
Supt., Quebec.

STATEMENT SHOWING SALARIES OF SUPERINTENDENTS OF THE RAILWAY MAIL SERVICE, P.O. INSPECTORS AND RAILWAY MAIL CLERKS IN THE UNITED STATES.

BOSTON, June 13, 1907.

O. TALBOT, Esq.,
Superintendent R.M.S.,
Quebec, P.Q.

DEAR SIR,—Replying to your favour of June 12, the scale of salaries in this service is as follows:—

X General Superintendent R.M.S. Washington, D.C.	$4,000
X Assistant General Superintendent, "	3,500
X Division Superintendents, (eleven)	3,000
X Assistant " "	2,000
X " " (travelling)	1,800
X Chief Clerks, (ten in this Division)	1,800
Railway Postal Clerks, Class 6, 2 cars	1,600
" " " 5, 2 "	1,500
" " " 5, 1 "	1,400
" (2nd Clerk) " 4, 2 "	1,300
" " " 4, 1 "	1,200
" " " 3	1,100
" " " 2	1,000
" " " 1	900
" (probationary) 1	800
X Allowed travelling expenses.	
P.O. Inspector—in charge of a Division	3,000
P.O. Inspectors, 10 in the United States	2,400
" 15	2,200
" 15	2,000
" 10	1,800
" 130	1,600
" 110	1,400
" 72	1,200

All Inspectors, except City Inspectors, are allowed $4.00 per diem.

Positions in the higher grades are filled by promotion of clerks in the lower grades, and P.O. inspectors are selected from the R.M.S. after examination, and are promoted in like manner.

QUEBEC, September 19, 1907.

Mr. F. M. MCNAUGHTON, representing the office staff of the Railway Mail Service, was sworn and examined.

By the Chairman:

Q. You are one of the chief clerks in the office of the superintendent of the Railway Mail Service of this district?—A. At present we have four clerks besides a railway mail clerk working in the office.

Q. You have four on the permanent staff?—A. Yes.

Q. What is your position in the service?—A. I am the senior clerk under the superintendent.

Q. How are you classified?—A. I am a senior second class clerk at the maximum of the class.

Q. What is your salary?—A. $1,200.

Q. You entered the service in 1890?—A. Yes.

ESSIONAL PAPER No. 29a

Q. Did you come through the railway mail service?—A. No. I was first a temrary clerk in the office of the Post Office inspector, and when a railway mail service anch was established I was transferred from the inspector's office to the new branch.

Q. Then did you become a railway mail clerk?—A. No.

Q. Have you a memorial?—A. Yes. (Memorial read and filed.)

Q. This is a collective document from the staff of the Railway Mail Clerks' branch hroughout the Dominion?—A. Yes.

Q. Signed by representatives at Ottawa, Montreal and Quebec?—A. Yes.

Q. And you are all in accord in its representations?—A. Yes.

Q. You were saying just now that the clerical staff in the superintendent's office now consists of four people at Quebec?—A. Four permanent clerks and one railway mail clerk, who being in rather poor health, is working in the office.

Q. What salary does he get?—A. $1,200.

Q. Is he graded still as a railway mail clerk?—A. Yes.

Q. He has not been put on the staff of the office?—A. No.

Q. Have you taken him into the office because after a lengthened service he is a rather shattered health, and it is not desirable to place him on the superannuation st?—A. Exactly. He can make himself useful in the office.

Q. You have not taken him into the office because you dread the politician, and not want anybody from outside?—A. No, not at all.

Q. It is out of commiseration for the man?—A. Yes.

By Mr. Fyshe:

Q. How old is he?—A. Sixty-four years. He is the oldest of the railway mail erks.

By the Chairman:

Q. Rather than place him on the retired list, he being a good man and having rved faithfully, and being still capable of some work inside, you took him on the side staff?—A. Yes, and having had twenty-four children I might mention.

Q. He is deprived to some extent of the privilege of mileage?—A. Yes, he lost s mileage.

By Mr. Fyshe:

Q. Do you know how many of these children are living?—A No, I could not say.

Q. Is he a solid and a steady man?—A. Oh, yes, he is very respectable.

Q. His children are grown up?—A. Yes, some of his children are much richer an he is. I believe ten of his children are still at home with him.

By the Chairman:

Q. Those that left the family roof, I suppose, help him?—A. I could not say.

Q. Otherwise, I suppose, it would be utterly impossible for a man with $1,200 a ar to support such a family?—A. I should think so. He is living in his own house a suburb.

Q. If you would like to add anything to the memorial, you can submit a supplementary memorandum?—A. I have tried to include everything necessary in the emorial. In regard to the cost of living, I took what I thought was an average for he Dominion, adopting the figures of the Civil Service Association at Ottawa as eing fairly representative; but judging by my mother's household expenses, I should hink that the increased cost of living in Quebec was at least fifty per cent.

To the Honourable the Royal Commissioners appointed to inquire into matters pertaining to the Civil Service of Canada.

GENTLEMEN,—The clerks employed in the offices of the superintendents of the railway mail service of Canada respectfully lay before you their claims for recogni-

tion in the recommendations you may see fit to make for the betterment of the position of the civil servant.

The Railway Mail Service branch was created in the year 1897. The duties are, in brief, the despatch, transportation and delivery of mail by rail and water throughout Canada. The duties of the office staff include the control and instruction of railway mail clerks, the preparation of distribution lists, books and schedules, the issuing of instructions governing the despatch from and receipt of mails at post offices, the organization of new services, the payment of transportation companies, the checking of registered letter returns, &c., &c. Prior to 1897 this work was performed by the post office inspectors and their staffs, and on the organization of our branch the superintendents were provided with staffs selected from the inspectors' offices.

There are superintendents' offices at Halifax, St. John, N.B., Quebec, Montreal, Ottawa, Toronto, London, Winnipeg and Vancouver. The office staff, exclusive of the superintendents, consists of some 39 employees, and on the 1st July last there were 626 railway mail clerks, transfer agents and train porters. The clerical staff, as regards rank and salary, is on the same footing as the clerks in city post offices and in the offices of post office inspectors. In 1897, when our branch was formed, we were classified and paid as follows, this scale having been in force for many years previous:

Third Class	$	400 00	to $	800 00
Second Class		900 00	to	1,200 00
First Class		1,200 00	to	1,800 00

In 1902 this was modified as follows:

Fourth Class	$	400 00	to $	600 00
Third Class		600 00	to	800 00
Second Class		900 00	to	1,200 00
First Class		1,200 00	to	1,500 00

In 1903 this was again modified, viz.:

Fourth Class	$	400 00	to $	700 00
Junior Third Class		700 00	to	800 00
Senior Third Class		800 00	to	900 00
Junior Second Class		900 00	to	1,000 00
Senior Second Class		1,000 00	to	1,200 00
First Class		1,200 00	to	1,500 00

An examination of these modifications will show that they have not effected any betterment in our position, with the single exception that the maximum and minimum of the third class has been raised. As, however, a fourth class was created with a minimum of $400 and a maximum of $700, the young man entering the service finds himself worse off than before, and as the third class has been divided into junior and senior divisions the third class man also finds himself little, if any, better off. Formerly, he was at the maximum of his class when he had reached a salary of $800, and could hope for promotion to the second class with a steady progression towards a maximum of $1,200. At present, when he reaches a salary of $800 he is only at the maximum of the junior third class, and often experiences long and vexatious delays before he can obtain promotion to the senior third class. Even when this promotion is obtained he must wait one year more before receiving any increase, as the maximum of one class is the same as the minimum of the next one. He has to experience vexatious delays twice again, i.e., to obtain promotion from the senior third class to junior second class, and from junior to senior second class, before he can feel secure of ever reaching a maximum salary of $1,200. The only person in the outside service who was in any way benefited by the changes above referred to was the third class clerk who at the time was drawing a salary less than the new minimum of the class, as he was at once advanced to the same.

To sum up therefore, the Act of 1903, which gave increased salaries to almost every class of Civil Servant, to post office inspectors and their assistants, to superin-

lents of the railway mail service, to railway mail clerks, and to the inside service erally, gave nothing to the clerical staff of the outside service of the Post Office partment, whose remuneration remains practically what it was shortly after Con-eration. And as it appears that almost all those who received some increase in 3 are petitioning for still further recognition, we submit that every word they say lies with special force to us.

The question of the increased cost of living has been dealt with so exhaustively memorials sent to you by other branches of the Service that we think it un-essary to recapitulate here what has been said so well by others. It has, we eve, been established beyond a doubt that it costs at least from 25% to 35% more live now than it did even ten years ago. As a matter of fact, the struggle for a ent existence has become so arduous that any measures of relief granted, to be cted, should deal with the immediate improvement of existing conditions. Merely reasing the attainable maximum would afford but little relief at the present moment en it is most needed.

While we would prefer to leave entirely to your judgment the extent of relief essary to restore to us that degree of comfort that the Civil Service Act originally ended we should enjoy, still we feel that you would probably be better pleased to eive a concrete exprssion of our views in the matter. We therefore, with all due pect, submit the following suggestions :—

1st. That present salaries be increased 25%.

2nd. That the maximum of classes be correspondingly increased, and the minimum ljusted where necessary.

3rd. That annual increases be $100 instead of $50.

4th. That promotion from one class to another be made easier than it is at present, hat when an employee reaches the maximum of one class he can count on promotion the next without delay, unless for misconduct, inefficiency or other causes he does deserve it.

The foregoing suggestions, if adopted, would ensure to each employee a reasonable ainty of reaching in time a salary of $1,900, provided his conduct and services had en satisfaction. In banks and business houses inquiry shows that a painstaking n of average ability and intelligence has a reasonable expectation of attaining after, 25 years' service, a salary of $2,000 or over, and he may do very much better. His sperity, moreover, increases with that of the country. The Civil Servant, on the er hand, has few chances of reaching a salary of $2,000, and none at all of obtain-one that would be considered large in banking or commercial circles, while the sperity of the country only affects his income to decrease its purchasing power. to the nature of his work it is as exacting and as important to the welfare of the mmunity as that of the bankers' and merchants' clerks and demands at least as high tandard of intelligence and devotion to duty. We feel, therefore, that in asking him that he may at least look forward to an income of $1,900, we are making a y modest request.

Hitherto the Canadian Civil Servant has always taken his place in the life of the mmunity as a desirable and useful citizen wherever located. To maintain this ading has been for some years increasingly difficult, and now he sees with mortifi-tion that he must inevitably fall back in the social scale unless he finds other rces of income. This means that the service will suffer in tone and that the Civil vant of the future will neither command the respect of the community, as in the t, nor average as high in intelligence and ability, unless paid something approach-the value placed on such qualities in other walks of life.

Before closing we beg leave to endorse the position taken by the Civil Service ociation in regard to insurance and superannuation. We would like to see the irement Act abolished and the former Superannuation Acts revived and amplified hat some provision might be made for the return of moneys paid in to the depend-

ents of an employee who dies while still in office. We would also suggest that after 30 years' service, or after reaching the age of 55, an employee should be entitled to retire on whatever pension may be due him.

We have the honour to be, sirs,

Your obedient servants,

(Signed)

Committee. H. W. JACKSON, Ottawa.
J. KAHALA, Montreal.
F. M. MacNAUGHTON, Quebec.

Montreal, September 14, 1907.

STATEMENT showing the number of clerks in each class, employed in the offices of the Superintendents of the Railway Mail Service. Also, the average salary and average years of service per class:—

Class.	Number of Clerks.	Average Salary.	Average Years of Service.
		$	
1st	3	1,333	28¾
Senior 2nd	8	1,151	20½
Junior 2nd	6	983	12
Senior 3rd	4	812	7½
Junior 3rd	1	750	5
4th	8	467	3½
Messengers, temporary clerks and railway clerks working in the offices	9		
Total	39		

OFFICE OF THE SUPERINTENDENT RAILWAY MAIL SERVICE,
QUEBEC, September 18, 1907.

To the President and Members of the Civil Service Commission:

A very important private business requiring me out of town, I beg leave to submit you my case in writing.

On January 1st, 1907, I was appointed permanent fourth class clerk in the Superintendent Railway Mail Service Branch at Quebec. Since my appointment I passed successfully Civil Service Qualifying Examinations.

I very respectfully submit that these examinations and the law of 1903 (3 Edward VII, Chapter 49, Section 6) entitle me to the third clerkship. Recently two clerks (fourth class) in the city post office have been promoted (in cases like mine) to third clerkship.

Hoping that my demand will be granted.

I remain respectfully,

(Sgd.) ARTHUR JOBIN.

QUEBEC, September 19. 1907.

Messrs. Louis E. Simard and J. P. Marineau appeared on behalf of the railway mail clerks.

Mr. SIMARD was sworn and examined.

By the Chairman:

Q. You have been in the service since 1885?—A. Yes.

Q. Twenty-two years on the first of next month?—A. Yes.

Q. What did you enter the service at?—A. I entered as a letter carrier, because I had no influence to get any higher.

Q. When were you transferred to the railway mail service?—A. I could not say exactly. I was transferred to be assistant postmaster for a while and then went back. After a while I was made railway mail clerk.

Q. You resigned your appointment and came back into another department?—A. Yes. I was first a letter carrier and then was appointed to be a clerk in the inspector's office, and then by the recommendation of my superior I was transferred to the assistant postmastership; but everybody was against me and the position was too hard for me and I resigned. Then I got back as a railway mail clerk.

Q. Were you assistant postmaster?—A. Yes, for eight months.

Q. The same position as that of Mr. Caouette?—A. Yes.

Q. What salary did you get?—A. $480 or $520, I forget which. I retained the same salary that I had. It was not of my own will that I was made assistant postmaster; my superior wanted me to take the position.

Q. Then, after a few months, you being in an unenviable position, you threw it up and went out?—A. Yes.

Q. Then you went back as a railway mail clerk?—A. Yes.

Q. What line are you on?—A. The Intercolonial Railway.

Q. How far do you go?—A. From Levis to Campbellton, 305 miles.

Q. That is looked on as the best route?—A. Yes, but it is very hard on my health.

Q. You go at five o'clock in the evening?—A. Yes.

Q. And come back when?—A. At one o'clock the following afternoon, after being about twenty-one hours on duty.

Q. Then you are off for a couple of days before you are put on again?—A. That is not always the case. Sometimes it will be the following day, and sometimes two days will intervene.

Q. You say that occasionally you are sent back on the same day that you return?—A. Very seldom. It occurred to me, I think, only once.

Q. How long have you been on this Campbellton route?—A. About seven years.

Q. For seven years doing this twenty-one hours' work at a stretch about every third day?—A. The average would be closer than that, I think. The average, I think, would be two and a half or two and one-third trips every week for the seven years.

Q. About five times every two weeks?—A. Yes; Sundays and week days the same.

Q. That route is looked upon, on account of the mileage, as about the most remunerative in this district?—A. Yes, but it is the hardest on the health.

Q. You have found, I presume, that this strain for seven years has affected your health?—A. Certainly.

Q. Do you find your sleep broken and your nerves shattered?—A. Yes. There could be no greater strain on my nerves. Sometimes I fall asleep for one or two minutes, because it is so hard for me to keep awake at night.

Q. What accommodation have you in the mail car ?—A. There is a couch, but I cannot use it. Sometimes there are mail bags around it.

Q. You have a stool to sit on ?—A. Sometimes, but not always. There should be some kind of a seat.

Q. The mail car is next to the engine ?—A. Yes.

Q. In that position it has increased vibration ?—A. Yes, and the smoke is very troublesome.

Q. When the train stops at a station you take the mail on board and throw out the mail for that point ?—A. Yes.

Q. And you have to face all kinds of weather winter and summer ?—A. Yes.

Q. Frequently you have not time to put on your overcoat ?—A. We never do, and we work all the time between stations.

Q. What is the first station after leaving Lévis ?—A. In the summer time it is St. Charles, fifteen miles from Lévis.

Q. You get a bag from St. Charles ?—A. Two bags.

Q. You have to open these bags ?—A. Yes.

Q. There may be letters from Fraserville ?—A. Yes.

Q. Between stations you are constantly sorting ?—A. Certainly. We are working all the time.

Q. Did you ever, in your experience, except in your own case, find a man who entered the service as a railway mail clerk getting into any other branch of the service ?—A. I do not happen to think of any.

Q. Do you think it would be advantageous if there could be a change of position sometimes, so that you would be six months on the road, six months in the post office, another six months in the inspector's office, and so on ?—A. I do not think so.

Q. Do you know that that is the custom in England ?—A. No, I am not aware of that.

Q. Then the general result is that once a railway mail clerk, always a railway mail clerk ?—A. As a general rule, as far as I know.

Q. With all this nerve destroying work, does it not naturally follow that as you grow older you are not as efficient as when you began ?—A. Naturally.

Q. Have you a case examination every year ?—A. Yes.

Q. If on the case examination you have been up all night and are not feeling yourself, and you fail to pass, you lose your annual increment ?—A. We do ; but they do not usually take us for examination just after arriving.

Q. They give you a little time to rest before the examination ?—A. Yes.

Q. I suppose the runs are pretty equal all over the Dominion ?—A. There are longer runs in some districts than in others.

Q. Take one district with another, the average would be about the same ?—A. I suppose so. I never considered that.

Q. Probably the department, in laying out these routes, took everything into consideration, and tried to make them as equal as possible ?—A. I think so.

Q. Is there anything particular to this district that you would like to tell us ?—A. We would be pleased if there were more clerks in this district. Instead of having two and a half and sometimes three trips in a week, if we had an average of two trips a week, it would be better for our health.

Q. You think that instead of having five trips a fortnight, it would be desirable to have the staff of the railway mail clerks increased so that you would have only four trips in a fortnight ?—A. Yes.

By Mr. Fyshe :

Q. Has it ever occurred to you that the Government should adopt some regulations or specifications for the kind of postal car that should be used by the railroads ? In other words, shouldn't there be a standard postal car established ?—A. Certainly it would be well if the cars were larger and more suitable. I think the Government

ıld have interfered with the cars used on the Atlantic and Lake Superior railway. re was not a place where a man could wash.

Q. Has the Government taken any trouble whatever to see to the comfort of the they employ for this purpose ?—A. I will not say they have taken no trouble, they might have done more.

Q. They leave the railways to do pretty much what they like in that matter ?—?retty much. We have prepared a memorial in regard to certain matters which ıant to bring before you. (Memorial read and filed.)

By the Chairman :

Q. Four years ago Sir William Mulock made a revision of the salaries ?—A. Yes.

Q. According to your statement the cost of commodities has increased another y per cent since that time, and therefore you consider that the limits then laid n should be revised now ?—A. Yes.

Q. Is there anything else you wish to say?—A. There are many other things we should ask for, but the main points are mentioned in the memorial. Some ld like to have the old Superannuation Act restored, and some would like to have maximum pension paid after twenty-five years service. Some hold that clerks have served fifteen years should get their maximum salary at once. But we ; given you the main points in the memorial.

Q. If you and Mr. Martineau should think of anything else on which it would lesirable that we should have information, we shall be glad to have it from you supplementary memorandum.

QUEBEC, September 19, 1907.

Messrs. the Commissioners for the readjustment of the salaries, &c., &c., of the Civil Service employees:

GENTLEMEN,—In April, 1903, the railway mail clerks laid before the Hon. Mr. ock, then Postmaster General, a memorial showing the increased cost of living, nferred from the comparison between the value of the actual necessities of life in), and the value of the same articles in 1903. The average difference was shown e 70 per cent.

The memorial also represented the extra hazardous risk of life and limb, together ı the mental and physical strain sustained by train employees, &c., &c.

The petition was so well made up that in October, 1906, in their interview with present Postmaster General, the Hon. Mr. Lemieux, the railway mail clerks in gation could not keep from quoting from it and we think it well to supply you ı a copy of the memorial. We beg of you to be so kind as to go through it.

We will also, as in October last, represent that the superannuation having been ished for the new employees, there is a greater need of a salary enabling a mail t to make provision for old age or when the time comes that he can work no longer.

But the main argument which we want, to-day, fully to develop is the increased of living. This will easily explain why, notwithstanding the new scale of salaries ıted by the Hon. Mr. Mulock in 1903, we are forced to ask for more, i.e., a yearly ease of $100, instead of an annual increase of $50, and a maximum salary of 00 instead of $1,200, as per the Hon. Mr. Mulock's arrangement. The following list of the prices of the necessities of life in March, 1907, as compared with the es in March, 1903.

Before preparing this statement, we have consulted the *Semaine Commerciale* of ch, 1903 and March, 1907. Mr. Villeneuve, chief buyer for the Z. Paquet's firm, rs. Jobin & Rochette, shoe manufacturers, Mr. Boulet, meat dealer, Messrs. L.

Boivin and J. DeVarennes, joiners and contractors, all of Quebec, and we quote exactly the answers obtained in each case.

Name of Article.	Price in March, 1903.	Price in March, 1907.	Remarks.	Increase.
	$ cts.	$ cts.		Per cent.
Milk	0 16	0 20		25
Eggs	0 19	0 30		57
Pork	8 50 per 100 lb.	9 50 per 100 lb.		12
Beef	7 50 "	9 50 "		26
Veal	9 00 "	10 00 "		11
Mutton	8 50 "	10 00 "		18
Butter	0 22	0 27		23
Fish	6 25 per 100 lb.	7 00 per 100 lb.		12
Bread	0 14	0 18		28½
Clothes			Mr. Villeneuve statement	from 20 to 25
Shoes			Jobin & Rochette statement	15
Rubber overshoes	0 80	0 95	J. Begin's statement	19
House rent	8 00	10 00		25
Fire wood	5 00 per cord	6 30 per cord		
	0 60 "	1 30 "	For cutting and chopping that fire wood	116
Charwomen	0 75 per day	00 per day		33
Servant girl	5 00 per month.	8 00 per month.		60

We fully appreciate the trouble which the Hon. Mr. Mulock took to ameliorate our condition, by abolishing the system of three classes of salary, and by raising to $1,200 the maximum salary which was formerly of $960. But, if, as per figures just brought out, the cost of living has doubled since 1896, can we possibly say that 'all' has been done towards ameliorating our condition, and that we are satisfied with our present salary? Can there be any exaggeration in our appeal for an annual increase of $100 instead of $50, and for a maximum salary of $1,500 instead of $1,200, when the cost of living has gone up so high and is continually raising so fast?

You will, no doubt, on considering our claim, come to the same conclusion as our Honourable Postmaster General, who told to our delegates, in Montreal, in October last, that our demands were reasonable.

We remain, gentlemen,

Your most respectful servants,

L. EUG. SIMARD,
F. P. MARINEAU,
Railway Mail Clerks Representing the Quebec District.

MEMORIAL OF THE RAILWAY MAIL CLERKS OF CANADA, TOGETHER WITH THE ARGUMENT ADDUCED IN ITS SUPPORT BEFORE THE HON. THE POSTMASTER GENERAL, AT OTTAWA, ON THE 22ND APRIL, 1903.

To the Honourable Sir WILLIAM MULOCK, K.C.M.G.,
Postmaster General of Canada.

The petition of the undersigned Railway Mail Clerks of Canada (.....District),
Humbly showeth:—

1. That the salaries provided by statute for the remuneration of the railway mail clerks of Canada have not been advanced for nearly half a century, and that owing

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reased cost of living, which has steadily kept pace with the rapidly growing and development of our country during recent years, your petitioners find ries no longer adequate to meet the new conditions by which they are sur-

at the banking, industrial and railway institutions of our country have all gnized the difficulties which their employees experienced in sustaining them- n their old time salaries, and, in consequence, have largely augmented these

at we consider this a most opportune moment to approach you for a measure as notwithstanding the great reduction which you were pleased to make in stic and imperial letter postage, the revenue of the Post Office Department ear exceeded the expenditure for the first time in the history of Canada.

at the enormous increase in mail matter to be handled by postal employees e past five years, represented by the constantly increasing revenue of your t, is unprecedented, and the railway postal service being the great arteries tal system, it necessarily follows that a very large proportion of this ever- olume of work devolves upon the railway mail services, rendering the life mail clerks one of arduous and continuous toil.

at unlike the Post Office Department, all railway and express companies, he extra hazardous risk of life and limb, together with the mental and phy- n sustained by train employees, have provided a greater remuneration for loyees than for men of similar capacity engaged in office or other less ork.

at while it would not be modest or proper for us to dilate upon the merits lway mail service, we cannot refrain from quoting in our behalf the follow- ot, taken from an article which appeared some years ago in the *Scribner* over the signature of so eminent an authority as Thomas L. James, ex- r General of the United States:—

e is no position in the Government more exacting than that of a postal none that has so many requirements. He must not only be sound "in wind ' but possessed of more than ordinary intelligence and a retentive memory. is constant, and his only recreation study. He must not only be proficient nediate work, but he must have a general knowledge of the entire country, e correspondence he handles shall reach its destination at the earliest possible He must know no night and no day. He must be impervious to heat or hing along at the rate of forty or fifty miles an hour, in charge of that acred—the correspondence of the people—catching his meals as he may; at semi-occasionally, the wonder is that men competent to discharge the duties a calling can be found for so small a compensation. They have to take the rdous risks of their toilsome duties. There are no public offices which are ically "public trusts" as those whose duties comprise that of handling the lence of the people, because upon the proper and skilful performance of that nds—to a far greater degree than in the case of any other function accom- rough Government agency—the business and social welfare of the entire y.'

petitioners therefore respectfully pray that you will be pleased to grant such e to their salaries as you in your wisdom deem adequate and just.

your petitioners will ever pray.

ARGUMENT.

esenting this petition we desire to submit argument in support of each clause er which they occur. We will not trouble you with a comparison of values sent time with a period so remote as 1857—the year the schedule of salaries, e, for railway mail clerks was adopted—suffice it to say, that a comparison

of conditions then with the present, must convince the most sceptical that a fa salary in 1857, would to-day scarcely afford a bare subsistence; but we propose to a duce argument based upon the value of the actual necessities of life in 1896, the ye you became the honoured head of our department, and the values of to-day. T following list of values is taken from the Toronto *Daily Globe* of March 16, 1896, a comparisons made with the values of the corresponding data of the present year:—

	1896.	1907.	Increas
	Cwt.	Cwt.	Per Cen
Pork	$ 4 80	$ 8 50	
Beef	6 00	7 50	
Veal	6 50	9 00	
Lamb	5 75	11 25	
Mutton	4 75	8 50	
Butter	0 16	0 22	
Cheese	0 08	0 12	
Coal	4 75	7 50	
Potatoes	0 45	1 20	1

In the matter of house rent, we are informed by real estate agents and brok whom we have interviewed, that while the rental value of all desirable properties Toronto have advanced from 20 to 25 per cent since 1896, yet the class of houses r quired by men of small means, i.e., houses containing from seven to nine room owing to the extraordinary demand of late for such properties have advanced full 35 or 40 per cent.

From this comparison we find that a clerk to-day has to pay from $80 to $120 pe annum more than he did in 1896 for a house to shelter his family, the cost of hi fuel has advanced by nearly 60 per cent, and everything that he consumes in fact ha advanced from 25 to 50 per cent since 1896. Surely then he cannot be accused of in dulging in any flight of fancy or exaggeration of language when he claims that hi salary is inadequate to meet these conditions.

2. With regard to the second clause, we would say that the accuracy of the stat ment therein set forth is too well known to require proof or argument, and we pass over by simply referring you to the Grand Trunk Railway, the Canadian Paci Railway, the Dominion Express Company, the Canadian Express Company, the Mon real Bank, the Quebec Bank, or to any other employer of labour.

3. It is certainly a matter of congratulation to every official in your departme as well as to every patriotic Canadian, to find that while the enlightened and progr sive policy which you inaugurated in 1898—in establishing what is familiarly kno as the imperial penny postage and the reduction of our domestic postage by o third—caused for a time a great reduction in the revenues of the Post Office Dep ment, yet that revenue, keeping pace with the commercial and industrial developm of this Canada of ours, has in the short interval of four years not only made up th losses, but is now some $360,000 in excess of the revenue of 1898, and for the fi time in history shows a balance on the right side of the public ledger. To this hap condition of affairs we are largely indebted to your genius and administrative abil and we take this, the first opportunity afforded us for a personal interview, to c gratulate you in the name of the railway mail clerks whom we represent, on the perial recognition and honours which your great talents have attained. Heretofc petitions from the railway mail clerks for a betterment of their position were inv ably met by the apparently insuperable barrier of an annual deficit in the departme running up into the hundreds of thousands of dollars, and the Postmaster Gene of the day found himself unable to do more than express sympathy with the object our petitions, and promise material aid when the departmental deficit could be down. That day has happily arrived. We have waited long and we have waited

tiently, buoyed up with the hope that when the finances of your department would permit you would come to our relief.

4. In support of this clause we must crave your indulgence while we quote figures which are already familiar to you:—

——	1896.	1902.	Increase.
No. of post offices	9,103	9,958	805
No. of letters	116,028,000	213,628,000	97,600,000
No. registered letters	3,505,500	4,973,000	1,367,505
No. postal cards	24,794,800	26,343,000	1,548,200
No. free letters	4,808,800	7,411,000	2,505,200
Revenue	2,964,014	3,888,126	924,112
			Decrease.
Salaries (supts., R.M. clerks and transfer agents)	$ 301,118 51	$ 298,148 31	$ 2,970 02
No. of mail clerks	389	384	5
			Increase.
Distance travelled in miles by postal cars daily	28,654	35,000	6,346

While a large proportion of the work represented by these unprecedented increases has perforce fallen upon the railway mail service, yet a glance at your last annual report will reveal some startling features. The report shows, that notwithstanding the enormous increase in the quantity of mail matter to be handled by the railway mail service, and the fact that the number of miles travelled by postal cars is to-day 6,346 miles daily in excess of 1896—equal to 5,200 miles of travel annually for every mail clerk in Canada—there were five fewer clerks in the service in 1892 than there were in 1896, while the remuneration in the way of salaries has decreased during that period by $2,970.02.

5. In support of this clause, we beg to refer you to the schedule of salaries paid by any of our great railway corporations to their conductors and trainmen, with the rate of pay allowed station agents, telegraph operators, &c., whose occupations are less hazardous and involve less physical and mental strain. You will there find that an exception has been made in every case in favour of the trainmen to the extent of from 25 to 40 per cent. This rule is ignored, however, in the Civil Service of Canada, where the railway mail service is beyond doubt the poorest paid branch in the public service. Let us just for a moment make a comparison of the average salaries paid the railway mail service (Toronto district) with the average salaries paid the clerks in the following city post offices:—

——	1st Class.	2nd Class.	3rd Class.
Toronto	1,450	1,170	745
Hamilton	1,500	1,190	775
London	.....	1,120	755
Kingston	.....	1,150	760
Railway mail service (Toronto district)	960	780	498

We find the railway mail service discriminated against to the extent of $500 for first-class, $400 for second-class and $250 for third-class, and were we to make a comparison with the inside service the discrimination against the railway mail service would appear even more glaring and unjust. Why should this be? On entering the service a railway mail clerk is required to possess the same educational qualifications as his confrere in a city post office or the inside service, and unlike those gentlemen he must every twelve months pass a stiff examination in his official duties, and in order to qualify at all for promotion, must make as high as 90 per cent at these examinations, besides the nature of his employment demands the exercise of superior strength and stamina. Without at all claiming to be a superior class of men to the clerks of city post offices or the inside service, we do claim that the difficulties and dangers by which we are surrounded while engaged in our work demands superior qualifications to either of these branches, and entitles us to a higher remuneration for our services. Let us compare our duties with the duties in the city post office:— The work in the city post office is carried on in well lighted and well ventilated rooms, it admits of a division of labour; one clerk takes charge of the registered matter, a second assorts letters, the newspapers are assorted by a third, while a forth clerk perhaps looks after the receipt and dispatch of the mails, thus confusion and liability error, inseparable from hastily turning from one class of work to another is avoided; not so, however, with the railway mail service, where one clerk carries on all these duties, often alone amid the tumult and disorder of a rapidly moving train, the air of the car vitiated by the burning of lamps, or reeking with smoke and dust. He has to accustom himself to carrying on his work in postal cars of various sizes and designs, gotten up without regard to the requirements of his route and changed from time to time without notice, to suit the convenience or caprice of the railway officials.

Should an emergency or difficulty occur in a city post office a clerk has the advantage of being able to consult an immediate superior on the spot and avoiding responsibility for action taken, but a railway mail clerk has to think and act for himself, as in case of an accident or detention of his train a decision must be made at once without assistance from any one, and while out of reach of 'orders.' When failing to connect with other trains he must be able without hesitation to make such disposition of his mails as they may be forwarded with the least possible delay, and this can only be done by a thorough familiarity with the train and stage service at all points of connection along his route, united with coolness, accuracy and self-confidence in the performance of his work.

It is often urged that a railway mail clerk enjoys advantages in the way of short hours on duty, &c. This impression is heightened by seeing him frequently off duty, with apparently nothing to do. We have here a memorandum compiled from the railway mail clerks' journal of duty for the Toronto district, and showing the actual number of hours of duty performed daily by the railway mail clerks residing in Toronto during the first five weeks of the present year; this memorandum show that during the period named each clerk performed daily an average of 6·2 hours c day and 2·5 hours of night duty, making an average of eight hours and 40 minut for each working day. This will, we think, effectually answer the popular supposit that a mail clerk is only on duty a few hours daily.

Again it is said, that the mileage allowances to the railway mail clerk fully co pensate him for the smallness of his salary. Let us for a moment examine this sta ment : Take the Toronto district where the average mileage for each clerk is abc $240 per annum, and we find that each clerk has to pay out a large proportion of t sum for meals, sleeping accommodations, &c., during his absence from home on du add to this the increased expenses inseparable from such a manner of living, and find but a small pittance left to compensate him for the inconvenience and irregulari of his life to say nothing of the ever present risk of life and limb to which he exposed on duty. The latter feature should in no way be minimized or treated light as something which exists in theory alone. The deplorable frequency of railway ac

ents of late in our own country affords ample ground for apprehension in this respect. n the 2nd instant the honourable the Minister of Railways stated from his seat in arliament, that since last October or within five months there had been in Canada 42 separate and distinct raliway accidents, and in these 179 lives were lost. Indeed n Toronto we have the most melancholy evidences of the hazardousness of a railway ail clerk's life, we have seen within the past few years, death, mutilation, deformity nd insanity result to railway mail clerks from injuries received whilst on duty. The ongress of the United States has recognized this feature in a railway mail clerk's fe and to mark its appreciation of the dangers to which he is exposed it has enacted e following legislation, as outlined in a despatch to the *Buffalo Express* of the 21st larch, 1903 :

'Washington, D.C., March 20.—Congress, after much hesitation on the subject, as at last granted a lump sum of $1,000 to the family of every railway mail clerk illed in the line of duty. The law will extend its first benefits to those who lose their ves during the present year, and from this time on will bestow an equivalent of ension, small though it be, upon the widows and children of a class of Uncle Sam's nployees which is exposed to extraordinary perils. Indeed, there are no other Govnment servants (barring soldiers and sailors in war time, perhaps) whose occupaon is nearly so dangerous.

There is no other occupation in the world that is so perilous as that of the railay mail clerks. They number about 9,000 and ordinarily they get something like ,200 a year, though their pay varies somewhat with length of service. It is not uch, considering the fact that they are constantly exposed to chances of death. uring the last year, which broke the record for casualties, they were mixed up in 4 accidents on the rail. Nine of them were killed, 88 of them were seriously inred, and 302 of them were slightly injured. This record was nothing extraordinary. wever. In 1901 mail clerks were caught in 825 accidents, in which seven were lled, 63 seriously, and 229 slightly wounded.'

To summarize, we have endeavoured in the foregoing argument to convince you: hat our Petition is not the outcome of a mercenary or unworthy spirit, but that it the logical sequence of conditions over which we have no control. That other emoyers of labour have recognized these conditions and made generous provisions to leviate the burdens which they entail. That a deficit no longer remains in the Post ffice Department to act as an obstacle to the increase of salaries. That while the ork of the Royal Mail Service has greatly increased, its numbers have been decreased nd its remuneration lessened since 1896, and finally, that all things considered, the oyal Mail Service is the hardest worked and poorest paid branch of the public service n Canada.

We have not endeavoured to enlist public opinion in our behalf, or to form a union r organization among ourselves to promote our interests, but dutifully and as in honour bound we appear before you, armed only with the justice of our cause, and the confidence we feel in your honour and integrity. We therefore, in the words of our petition respectfully pray you to grant such an increase to our present salaries, as you in your wisdom deem adequate and just.

QUEBEC, Friday, September 20, 1907.

Present :—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

The Commision met at 10.30 a.m.

Mr. WILFRID ALBERT BOULET, sworn and examined :—

By the Chairman :

Q. You are the superintendent of letter carriers ?—A. Yes.

Q. How long have you been superintendent ?—A. 12 years.

Q. You have been in the service 23 years and over ?—A. Yes.

Q. In the first part of your service you were a letter carrier ?—A. Yes, a letter carrier during 13 years.

Q. And then you became the superintendent ?—A. Yes.

Q. Don't you give the letter carriers bags to put their letters in ?—A. Yes, every one has a bag.

Q. Some of those I saw this morning coming to the office were without bags ?—A. Some prefer to take no bag. They say they can get on quicker without a bag.

Q. Is it not likely that they would lose letters if they have no bags ?—A. There are straps for letters. Generally bags are for newspapers.

Q. And for letters also ?—A. When there is room. But we have so many newspapers to deliver that there is not room in the bag for the letters.

Q. Would it not be better for them to carry the letters in their bags ?—A. I will give instructions with regard to that.

Q. What is your salary ?—A. $800.

Q. How long have you been paid $800 ?—A. During the time I have been superintendent.

Q. You have been superintendent 12 years ?—A. Since 1896—11 years.

Q. And you have had no increase of pay during that time ?—A. No. That salary is fixed.

Q. However the cost of living goes up, you cannot under the schedule get any more salary ?—A. No.

Q. As superintendent you wear no uniform ?—A. No.

Q. A letter carrier at $2.25 a day, with his uniform, his boots and his great coat, is paid as much as you are ?—A. Yes, and he has Sunday pay. Some of them get more than I do.

Q. Then the superintendent gets less salary than some of the carriers working in the district ?—A. That is true.

Q. Have you a petition ?—A. Yes. (Petition read and filed.)

Q. You think that in your position you should be paid at the rate of $1,000 a year or more ?—A. If the others are increased I want to be increased also.

Q. What are your office hours ?—A. I begin at half-past six in the morning and finish at five in the afternoon.

Q. When do you go to your dinner ?—A. From eleven to one or half-past one.

Q. You have pretty nearly the same hours as the letter carriers ?—A. I am always there during the time the letter carriers are on duty.

Q. Have you anything to add about your office which you think we ought to know ?—A. No.

SESSIONAL PAPER No. 29a

BUREAU DE POSTE,
QUÉBEC, 18 septembre 1907.

A Messieurs les membres de la
Commission Royale du Service Civil.

MESSIEURS,—J'ai l'honneur de vous soumettre humblement que la position de chef des facteurs est une des positions les plus responsables dans le département des postes; à part celle de surintendent des commis, nul autre ne peu l'égaler. D'abord il a la surveillance des facteurs, voir à ce que les divisions soient à peu près égales, il a à repondre à toutes les plaintes de citoyens soit pour le retard des malles ou du mauvais service d'un où plusieurs facteurs, en un mot à tout ce qui regarde la distribution de la ville en générale et le soins des lettres enregistrées qui sont destinées aux facteurs.

Lors de ma nomination comme chef, je recevais deux cents piastres de plus qu'eux. Depuis quelques années, par un bill passé à cet effet, les facteurs reçoivent plus qu'autrefois, plusieurs gagnent même plus que leur chef; je vous demanderai un simple acte de justice, c'est-à-dire que quel que soit le montant qui sera accordé aux facteurs, qu'il soit donné deux cents piastres de plus au surintendent comme autrefois.

Votre très humble serviteur,
(Signé) ALBERT BOULET,
Surintendant.

QUEBEC, September 19, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present :—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, *Quebec.*

MESSRS D. L. AUGÉ and JULES PELLETIER, appeared on behalf of the letter carriers of Quebec.

Mr. AUGÉ, being sworn, submitted a memorandum, which was read and filed.

By the Chairman :

Q. In Quebec, I presume, every letter carrier has to understand both languages ?—A. No, not at all.

Q. I should have thought that in a city like this, where an English speaking man may live next door to a French Canadian it would be desirable at all events that a letter carrier should know both languages ?—A. Yes, but all the English speaking people understand French.

Q. How many letter carriers are there in Quebec ?—A. About 27.

Q. What time of the day do you begin work ?—A. At a quarter to seven in the morning. On Monday morning we begin at half-past six, but on the other days at a quarter to seven.

Q. When you go to the post office, you begin by sorting out the letters ?—A. Yes.

Q. When do you start on your rounds ?—A. At eight o'clock.

Q. When do you return from your first round ?—A. At about half-past ten.

Q. After you complete your first round, do you go back to the post office with the undelivered letters ?—A. Yes, and for the second delivery.

Q. How long are you in the post office after you have come back from your first round ?—A. Generally a quarter of an hour sorting letters, and then we start on our second round.

Q. Have you to go back to the office after the second delivery ?—A. No, we go to dinner.

Q. Do you take the undelivered letters to your house ?—A. We bring those letters to our home in our bag.

Q. How long have you for dinner ?—A. Two hours.

Q. After two o'clock do you go back to the post office ?—A. Yes.

Q. Have you then got a third round to do ?—A. Yes.

Q. You have three rounds a day ?—A. Yes.

Q. When do you start on the third round ?—A. At half-past three.

Q. When do you get back from that ?—A. At half-past five.

Q. Do you then bring all the undelivered letters back to the post office ?—A. No, very generally there are none.

Q. When the third round is finished, do you not go back to the post office with the undelivered letters ?—A. No.

Q. Do you take those letters to your home ?—A. Yes.

Q. What do you do with them after that ?—A. We deliver them the next morning.

Mr. PELLETIER.—After we finish our first round the number of letters that remain on hand is very small. We have them on hand because the house to which they are addressed is closed or the person to whom they are addressed is not at home, or a letter may be for some other address. In this case we put the letter into a post office box on the street, and it goes back to the post office. If a house to which a letter is addressed is closed, we keep it till the morning and then deliver it. If I have a registered letter on hand, I bring that back to the post office before going home.

Q. Then practically your work on ordinary days begins at half-past six or a quarter to seven and with the exception of two hours for your dinner you are working till six o'clock at night.

Mr. PELLETIER.—Yes.

Q. In winter time longer ?—A. Yes, a great deal longer.

Q. How much longer do you work in winter than in summer ?—A. About two hours a day longer.

By Mr. Fyshe :

Q. Is that owing to the difficulty of walking ?—A. It is on account of the trains being late, the greater amount of darkness, the roads and everything else.

By the Chairman :

Q. Then, in summer the day's work is about nine and a half hours, and in winter about eleven and a half hours ?—A. Yes.

Q. How many uniforms do you get a year ?

Mr. AUGE.—We have a summer uniform complete every spring, winter pants every fall and a winter tunic every two years.

Q. In the spring they give you a suit, and in the autumn every two years they give you a winter overcoat ?—A. Yes, every two years.

Q. And a fur cap ?—A. Yes, every two years.

Q. And how about boots ?—A. Two pairs of boots.

Q. Have you also street car tickets ?—A. Yes.

Q. Are any letter carriers now employed in the post office as clerks ?—A. Yes, some.

Mr. PELLETIER was here sworn, and examined.

By the Chairman :

Q. Are any letter carriers now employed in this post office building doing clerks' work ?—A. Yes, there are several of them doing clerk's work.

Q. How many ?—A. Five or six.

Q. They get no uniforms, I suppose ?—A. Some have and some have not.

Q. They lose the street car privilege if they have no uniforms?—A. Yes.

Q. They do not get the clerks' salaries ?—A. No.

Q. Then, although they are doing work of a higher class, they lose in point of uniforms and the street car privileges ?—A. Yes.

Q. They have less wage and a higher class of work ?—A. Yes. I was employed myself inside, and I discontinued there, because I was losing money.

Q. The highest pay a letter carrier gets is $2.25 a day ?—A. Yes.

Q. Is that paid for every day in the week, including Sundays ?—A. No, for six days only.

Q. There is such a thing as Sunday work ?

Mr. AUGÉ.—Very little.

Q. As a rule, the pay is $2.25 for six days of the week—A. Yes.

Q. That is about $700 a year?—A. Yes.

Q. What leave of absence do you get during the year ?—A. Twelve days.

Q. If you are sick, you have either to take the time you are absent out of your leave of absence or have your pay deducted ?—A. Yes. We are not paid while sick.

Q. There are Christmas boxes, I suppose ?—A. In some wards. Pretty few in Quebec.

Q. What is your beat ?—A. In a commercial district.

Q. Would it be possible that you might be taken away from that district just a week before Christmas and sent somewhere else?—A. It could be done if the postmaster chose, but I do not think it would be done.

Mr. PELLETIER.—That happened to me last year.

Q. What is your district?—A. Ann street, Ursula street and the Esplanade. A man fell sick inside, and they took another man to replace him. I was the only one who knew this man's route, and they put me on his route. Christmas was approaching, when I used to receive $12 or $15. I was anxious to have that, and I asked to be allowed to go back to the same route. They replied that they could not allow me because that was the busiest time of the year, and I went to my ward on Christmas eve. The other man decided to go out, and they found another man to take his place inside. That may happen often, because if you make a mistake or if a man complains twice, another man may be put on that round. Sometimes it is not our fault. Anybody may make a mistake. We generally do our best, and we are not likely to do better on another round than we do on the one we know best. This is done as a punishment.

Q. There is a superintendent of letter carriers—Mr. Boulet?—A. Yes.

Q. Is it his duty to divide the city into districts and assign them to the letter carriers?—A. Yes; but he does not employ all his time for that now.

Q. As you are exposed to all kinds of weather, I suppose it requires a very strong man to be a letter carrier?—A. Yes.

Q. Do the letter carriers frequently get sick?—A. Sometimes.

Q. Are they a long-lived race of men? I see that one letter carrier is 65 and another 66. That is rather unusual, is it not?—A. There are two pretty good men who are old—Mr. Desroches and Mr. Guay.

Q. What about Mr. Légare?—A. He has been there fifteen years.

Q. When he was appointed he was over fifty years of age?—A. Yes.

Q. I see that Mr. Guay has been twenty-eight years a letter carrier; in your experience has a letter carrier been made a clerk?—A. Yes; Mr. U. Vézina.

Q. He began as a letter carrier?—A. Yes.

Q. Then he became a clerk, which was before the days of examinations?—A. Yes. He was employed inside first as superintendent of letter carriers, and then he was made a clerk.

THE AMERICAN POSTAL LAW.

We respectfully draw your attention to the American Postal Law, which puts clerks and carriers on an equal footing.

This is an ideal law, where the distinction between inside and outside clerks is abolished. The salary is equal in both cases; beginning with a minimum income of six hundred dollars per annum, an annual increase of one hundred dollars till the maximum of $1,200 is reached.

We respectfully ask the Honourable Commission to draw the attention of the Honourable Postmaster General to this new American Postal Law, which, if adopted by the department, will give satisfaction to the carriers and to the postal clerks as well.

We have the honour to be, gentlemen,

THE LETTER CARRIERS,
By D. L. Auge, Secretary.

To the Gentlemen of the Civil Service Commission,
Sitting at Quebec.

GENTLEMEN,—The honour of representing the letter carriers of Quebec before this Commission was conferred upon me, to give you a statement of the grievances of our situation which I will do in the shortest way possible.

I will begin by the salary question. Our actual salary is not a regular one; it depends on our health, of the accidents which might happen to us, of the misfortunes which might strike members of our family and require our absence from duty; in one word, it is to tell you that we are paid by the day at maximum salary of $2.25 a day. and a minimum of $1.25, and that all absences from duty are deducted from our salary. I specify the fact that we are the only permanent employees who are treated that way.

Allow me to give you an example to show in what situation we are in when we are sick. An old letter-carrier, with 30 years service, Mr. Victor Houde, after two months illness during which he was not paid, found himself in such a state of want that it was impossible for him to buy, not only the medicines prescribed by the doctor, but bread for his family who were in the utmost poverty. Seeing this we collected among us a small sum to allow him and family to live upon during a few days; and the poor fellow died leaving a large family, with the perspective that they had nothing to eat the next day. I could give many such cases not always known by the public but very cruel just the same. Since the Government has cut off our pay in sickness, death has taken alarming proportions among us, and the reason of it is that we are obliged to work when sick, so as to get bread for our children, and the result is that this year specially, more letter-carriers have died than in the two previous years. Not only our salary is not sufficient to allow us to put aside some money for rainy days, but even in not being absent from duty it is quite impossible to live without running into debt, and be the cause of loss of money to our purveyors.

I will not speak about the increase of the cost of living, as you are quite aware of it; I will only state what I pay for the living of my own family, although living in straightened circumstances, and I am sorry to say that every year I am obliged to go into debt to face the strictest expenses of my household. I would have at heart to give my children a good instruction, but before they must eat, and then only 25 cents each are left for their schooling.

When we heard that you, honourable gentlemen, had been chosen to listen to our grievances, we felt very happy for many reasons. We thought that in some ways, you would be our deliverers, as we are the least paid men in all the civil service. We are human beings like others, and like them we like what is good and nice. We have more

ONAL PAPER No. 29a

ısibilities than clerks in higher classes in the service, and we sustain the irre-
ties of the seasons. Of all branches in the civil service, there are only the letter
rs who have no hope of reaching a higher class; we have no law decreeing that
a certain number of years, a faithful letter-carrier whose strength is getting
out at the service of his country, can have a better position more consistent in
pacities ; but he will again in his old days, have to carry loads that young men
ırdly carry. We have the perspective that if we are sick for one or two months
dying, we shall see poverty troubling the last moments of our life.
'e humbly beg of you, gentlemen, that an amendment to the postal laws be made;
'e be paid in sickness ; that our salary be increased to $1,200.00 so as to allow
honour to the government who employ us, and to live honourably; that like the
employees we be granted 21 days of holidays instead of 12 days which are given
ient. On this point we deserve on account of our hard work to be put on an
footing with them.
hope, gentlemen, that this shows sufficiently, that it is not for light reasons that
asking for an increase of salary; and I beg to thank you for your kind atten-

atement of my expenses for my family of 4 children.

	Monthly.
Bread, 3 of a loaf per day	$ 3 75
Meat, 2 lbs. per day at 15c	9 00
Butter, 1 lb. per day at 25c	8 40
Eggs, for 25c. per week	1 00
Vegetables, $1 per week	4 00
Fuel (wood) 1 cord per month at	4 00
House rent	7 50
Milk, ¼ gallon at 18c	5 40
Groceries	12 00
Washing, at $1 per week	4 00
Life Insurance	2 00
Furniture Insurance	1 00
Total	$ 62 05
Salary	56 00
Deficit, monthly	$ 6 05

B.—Of all these items, you can see that all are at the lowest price possible, the
: of my salary is $56 monthly, and I have put in this statement no expense
han the most necessary to life. I have not included any items for clothing,
sickness, doctors, for the charge and buying of house linen, carpets, crockery,
:hooling, taxes, &c.
>elieve that this clearly shows that we are short of more money than we re-
ınd that for us, it is quite impossible, with our actual salaries, to live comfort-

We have the honour to be, Gentlemen,
Your devoted friends,
(Signed) THE LETTER CARRIERS OF QUEBEC,
By P. Alph. Pelletier.

QUEBEC, September 18, 1907.

Messrs. P. E. LANE and J. J. BATTLE appeared as a deputation from the clerks of the city post office.

Mr. Lane being sworn, submitted a memorandum on behalf of the staff, which was read and filed.

By the Chairman:

Q. Do you represent the whole staff of the Quebec post office?—A. The clerks, not the letter carriers.

Q. You entered the service in 1880?—A. Yes.

Q. You were 33 when you entered the service?—A. About that.

Q. You were in some business?—A. Yes.

Q. Why did you enter the post office?—A. Because our business had declined somewhat. My father started a ship chandlery store, and we had to close during the winter, and I was disgusted at the manner in which we had to give credit.

Q. You thought it preferable to go into the public service rather than stay in business, with the uncertainties and probable losses of business?—A. Yes.

Q. What did you come in at?—A. $360.

Q. That was the lowest grade then —A. Yes.

Q. What class was it called?—A. The fourth class, I think.

Q. Then you passed the various examinations?—A. Yes.

Q. You now get $1,000?—A. Yes. I was nearly three years in the service before I got $400, and I got the $400 for a few months. Then I got $400 for a couple of years. I passed all the examinations but one, and it was only in 1903 that I got $900.

Q. And now you are at the limit of the junior second class?—A. Yes.

Q. To get beyond that you have to pass another examination?—A. So it seems. I am quite willing to undergo that if it is necessary.

Q. There is nothing in the Quebec post office beyond the senior second class?—A. There is nothing beyond the senior second class just now.

Q. You consider that there should be a grade above the second class?—A. Yes.

Q. And you consider that here, as in Montreal, there should be a post office superintendent between the postmaster and assistant postmaster and yourselves?—A. Yes. because early in the morning we do not expect the postmaster or the assistant postmaster to attend. As the men begin to work early and work till late at night, the superintendent might be expected to be there at about six o'clock in the morning.

Q. The assistant postmaster has been in the service over 32 years?—A. Yes, he was a mail carrier at one time.

Q. He has been through all the grades?—A. Yes, he is a practical man.

Q. He is there all the time?—A. No; he has an assistant in Mr. Evanturel.

Q. Have you many temporary employees in this office?—A. Not many.

Q. According to your list, you have four senior second class, three junior second class, four senior third class, five junior third class, and four fourth class. Have you any other clerks besides these?—A. Yes, we have upwards of forty on our list—labourers and others. They come in as labourers and do the work of clerks.

Q. Simply because they have not passed an examination?—A. Yes.

Q. Have you any letter carriers doing clerks work and graded as letter carriers? —A. Yes.

Q. And they are deprived of their uniforms and car tickets?—A. Yes.

Q. How many of these have you?—A. Four, I think.

Q. Considering the emoluments paid to employees in other institutions you do not consider that you are paid sufficiently?—A. No, I do not.

Q. What is the pay given for clerical work in the city of Quebec? What does a bookkeeper in an office get?—A. A bookkeeper gets $1,000.

Mr. BATTLE.—Some get $2,000 and some $3,000.

Q. Do you consider your work to be on a par with that of a book-keeper at Dobell's or Sharples'.

Mr. LANE.—We have the responsibility of letters containing money and other important matters, and our work is as onerous.

Q. Do you consider your work, onerous and constant as it is, of the same importance as that of a book-keeper of a large and prominent commercial house?—A. I do, because when I left the Commercial Academy I was fit to take any position in Lower Town, and when I entered the Government service I thought my salary would increase more rapidly. To-day, if I were the same age as I was then, I would not enter the post office. I have been twenty years in the service, and I now receive only $1,000 a year.

Q. Are you married?—A. Yes.

Q. Have you any family dependent on you?—A. Yes, two girls and a boy living, and my mother-in-law and my brother-in-law live with me.

Q. Is $1,000 a year sufficient to maintain you and your family?—A. No. I have help from my brother-in-law.

By Mr. Fyshe :

Q. Have you any insurance?—A. Yes.

Q. In what companies?—A. In two assessment societies.

By the Chairman :

Q. What are your hours?—A. I go to work at 6.30 in the morning and work till 9 and often till 10. We leave at 9 or 9.30, and come back at 12.30, and work from then till 6 or 6.30 in the evening. We change every day. The next day we work from 6.30 to 12.30 and from 2 till 4 or 4.30 if the mails are late.

Q. Then you begin work every day at 6.30?—A. Yes, except on Sundays.

Q. Does that apply to all the clerks in the post office?—A. Mostly all the clerks, except those in the money order and savings bank offices.

By Mr. Fyshe :

Q. I suppose they are better paid than the rest?—A. No, pretty much on the same scale.

By the Chairman :

Q. You work on Sundays?—A. Yes, every second Sunday of the year except when we are off on vacation, and we have to take three Sundays from our vacation to count into the 21 days.

Q. What are your hours on Sundays?—A. Generally from about 8 till 1 o'clock every second Sunday.

Q. Every other Sunday you get off?—A. Yes, that is, twenty-six Sundays in the year.

Q. What about legal holidays?—A. On legal holidays we are on duty all the time. On Christmas Day we are on duty half the day.

Q. You claim that you should be put on an equal footing with the officials of the inside service?—A. Yes.

Q. You send your reports, accounts and returns to Ottawa?—A. Yes.

Q. You have to account for all that is done in the post office—the savings bank, registration, money orders and everything else?—A. Yes.

Q. Do you think that as the officials of the inside service are the people to whom you make your returns that the returning officer should be on an equality with the officer to whom he makes his returns?—A. Ahead of him, because we have the responsibility, and he has none. He simply checks our work. We have to make it as clear as A, B, C before him.

Mr. BATTLE.—If we are out $10 in our accounts at night, we have to put our hand in our pocket and make it up. The inside service have not.

Mr. LANE.—I will mention to you a case. One of the men in this post office was short $22 in his account. He made the shortage good and sent his returns to Ottawa. Some days afterwards he found out his mistake and wrote to Mr. Coulter, I think it was, who said he would look into the matter. Nothing came of it, and the man in this office three months afterwards wrote again. I believe Mr. Coulter replied that the matter was in the hands of the Auditor General. He did not get his money back, and he has not got it yet, and that was eight or nine years ago.

By the Chairman :

Q. You ask that a fixed law be enacted so that the Deputy Postmaster shall be chosen from the clerical staff of the post office?—A. Yes.

Q. Was not your present Deputy Postmaster selected in that way?

Mr. BATTLE.—No, he came from the Inspector's department.

By the Chairman :

Q. The only political appointments at present are city postmasters and post office inspectors. The assistant postmaster must have grown up in the service of the post office?

Mr. LANE.—Yes, he had been downstairs with us previous to being appointed.

Q. You say that a fixed law should be enacted so that a deputy postmaster could be chosen from the clerical staff of the city post office. Do you mean that the assistant postmaster at Quebec should only be chosen from the clerks of the Quebec post office?—A. Yes, that is what we mean.

Q. If the department found a very good man, say in the inspector's office, don't you think he might be made a deputy postmaster?—A. No, because he does not understand the work of the office as we do. It is a different class of work altogether.

Q. I do not see why a junior from the outside service of the post office, in the railway mail service or any where else, should not be made an assistant postmaster as well as a clerk in the post office?—A. They should not, because they have not the experience.

Q. I will put it in another way—why should not one of you men be made a superintendent of the railway mail clerks?

Mr. BATTLE.—They will not give it to us, because we have not the influence. The idea is that the men in city post offices should have their grades.

Q. According to your idea, there is to be nothing for the clerks of the post office excepting the assistant postmastership?

Mr. LANE.—That is all, because that is the highest position he can get. But we never get it, because political influence is in the way.

Q. In addition, you want a superintendent appointed?—A. Yes.

Q. Why should you have a superintendent?

Mr. BATTLE.—Because Montreal has one.

Q. Montreal is about four times the size of Quebec, and has about 340 people in the post office, while you have about 60.

Mr. BATTLE.—Yes.

Q. And you think that with one-sixth the staff of Montreal you should have a superintendent?

Mr. BATTLE.—Certainly we should, because the men have to be ruled in the same way. If the deputy postmaster is absent, he should have an assistant.

Mr. LANE.—And it is necessary to have a man there in the morning to regulate the office.

By the Chairman:

Q. To put it in another way—you consider that Mr. Caouette has faithfully earned his position as assistant postmaster?

Mr. BATTLE.—He has; you cannot find a better in the service.

Q. Then why should you require a first-class man under him of equal rank?

Mr. BATTLE.—He cannot put in sixteen or eighteen hours a day.

Q. He might have a first-class clerk?

Mr. BATTLE.—Well, we have nothing of that kind.

Q. Then you want the Superannuation Act restored?

Mr. LANE.—Yes.

Q. With so much of your service exposed to hardships and to all weathers, like the railway mail clerks and letter carriers, and yourselves with your irregular hours, would you not think it desirable that the provisions of the Superannuation Act, if re-enacted, should be extended so as to include the widows and the orphans?—A. Yes.

Q. When there are vacancies in the fourth class of clerks, how are they filled?

Mr. BATTLE.—That depends on the amount of influence a man has. Sometimes a man is brought from the outside and the men in the office are left behind.

Q. What is your position?

Mr. BATTLE.—I am in the Money Order Branch.

Q. When you want assistance, what do you do?—A. I ask the deputy postmaster.

Q. And he writes to Ottawa, I presume?—A. Yes.

Q. And if the authorities think another clerk should be provided somebody turns up?—A. Yes, from outside.

Q. You have never seen the men until they were appointed?—A. No.

Q. You do not know anything about them until they come in?—A. No.

Q. You do not know how or by whom they are appointed?—A. Not until after they are appointed.

Q. Then you find out?—A. Yes, we always find out. At present I have two labourers working with me in the Money Order Branch.

Q. That is to say, you have two men doing clerk's work who failed to pass an examination?—A. That is exactly the case. One is 70 odd years old, and the other almost as old.

Q. And in order that they may do the work, they are graded as labourers?—A. Yes.

By Mr. Fyshe:

Q. What salary do they get?—A. One gets $1.50 a day and the other $2.25 a day, the last one appointed.

Q. Is he any better than the $1.50 man?—A. There is not a bit of difference.

Q. They are both about alike?—A. Two of a kind. That is about the way we are treated.

Q. How long has that man been appointed?—A. Five or six years—we do not know who appointed them.

Q. Can they write at all?—A. Yes.

Q. Can they cast up figures?—A. A little.

By the Chairman:

Q. You have seven or eight letter carriers employed to do clerks' work?—A. Mr Caouette has the management of that

Q. Mr. Caouette, having the management of the office, and seeing that clerical assistance is necessary, has turned on the staff letter carriers to do the —A. I do not know how it is done.

Q. I will put it in another way : Seven or eight letter carriers have been b from their beats and put into the office to do clerks' work ?—A. Yes.

Q. And four are there now ?—A. Yes.

Q. And they lose their uniforms and street car tickets ?—A. I cannot sa

Mr. LANE.—Some wear their uniforms still.

Q. Is this employing of subordinate officers to do the duties of higher o done out of dread of the politicians—because you do not want the politici know that there are vacant clerkships ?

Mr. LANE.—I think it is something like that.

Mr. BATTLE.—You compare our work with that of the inside service. In th place, we work a great deal more than the inside service does. We work 339 d the year, and we put in two hours a day more than they do. Then, compare t sponsibility of the outside service with that of the inside. I am in the money department. The inside service only take our returns. If I am $10 or $20 sho day, I have to make it good, but the inside service have no responsibility o kind. Our responsibilities are far greater than theirs, and we have less pay. I we have a right to be put on the same footing. Sir Wilfrid Laurier thought w as well paid as the inside service. Another consideration is this : We in the order department cannot sit down quietly at our desk ; we have to attend public, and we are liable to make mistakes at any time. The same is true of th at the registered letter desk. If a registered letter is lost, they may have to up $100. Then our hours are longer and our work harder than those of the service.

The CHAIRMAN.—I would suggest that you embody these points in your m orandum.

Mr. LANE.—When I entered the service I had recommendations from two in which I was employed. I came from a commercial academy and was fit t any position. There is too much politics in this matter.

Mr. BATTLE.—If the Government gave me my pension to-morrow, I would the service.

To the Gentlemen of the Civil Service Commission sitting at Quebec.

GENTLEMEN,—Profiting by the kind suggestion made to them by the Hono Postmaster General, to prepare themselves to answer different questions that m asked by the gentlemen of the Civil Service Commission, the employees of the bec post office wish to humbly submit their views and just claims, in the foll manner.

The question of salaries is the most important for the outside service, as w never received any consideration whatever since confederation, notwithstandin other branches of the Civil Service have.

Commercial institutions everywhere have increased the salaries of thei ployees without even being approached on the subject, for they found it onl and reasonable on their part to do so.

The post office employee on entering the service accepted a salary o f$360 on tions of a statutory increase of $40, per annum, to the maximum of $800, exp to receive an immediate increase on attaining said maximum. He is sadly pointed, for after twenty years, and in some cases twenty-eight years' servi finds he is only receiving a salary of $800.

The actual salaries are not sufficient to live upon, such being attested l annexed list of the cost of living, which has been prepared with the utmos

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ıout exaggeration, also proofs in support of said statement. The petitioners honourable Commission to compare the postal service with that of the other ents.

ı by nature the mose strenuous of all the Civil Service.

The early hours, the greater number of the employees being obliged to report at 6.30 a.m. in winter and summer alike.

Uncleanliness and bad atmosphere, exposure to draughts, doors being con- y opened in rear for reception of mail bags, and in front by the public.

Excessive rapidity in the execution of his duties; the opening and forward- nails having to be done in all haste.

Work on Sundays and legal holidays.

Irregular hours of duty, often lengthened on account of a restricted staff, or of clerks.

Continual study of his actual duties ,of the Postal Guide, &c., &c. For all nsiderations, the petitioners beg you, to recommend:—

That we be put on an equal footing with the inside service.

An immediate increase of 25 per cent on the actual salaries of the employees the present situation.

An annual increase of $100 instead of $50.

That a fixed law be enacted so that the Deputy Postmaster be chosen from cal staff of the city post office.

Appointment of a superintendent at a fixed salary, say of $1,500 on appoint- ith annual increases of $100 up to $1,900.

Appointment of at least two (2) first-class clerks, to which we are entitled, g to our revenue.

Superannuation Act restored, and the age limit reduced from 65 years to ; length of service reduced from 35 years to 30 years.

We have the honour to be, gentlemen,

Your obedient servants,

(Signed) THE CLERKS OF THE QUEBEC POST OFFICE.

BEC, September, 1907.

QUEBEC, September 19, 1907.

Gentlemen of the Civil Service Commission,
Sitting at Quebec.

TLEMEN,—When I appeared before you yesterday, I stated that the clerks in ide service had greater responsibilities than those of the inside service, whose are very much higher than ours. You kindly asked me to give my reasons in which I now do.

A clerk in the inside service is never liable to lose any money, whereas those utside service are; for example: Take a clerk in the Money Order Depart- fter serving the public and working hard all day, he sometimes finds he has mistake of $10, and before he can balance his accounts he has to take $10 out ocket. Where is the clerk in the inside service that has such a responsibility? e is actually his own, for what work he cannot perform to-day he can leave it to-morrow; such is not the case with the clerk in the outside service. His ıst be done to time, and he never knows the amount of work he has to perform ight hours, which I might mention is often lengthened to ten. I might also that even when the clerk knows where the mistake occurs, he has the greatest r to have the money returned; for people are under the impression that it is ernment that loses the money and not the clerk.

. A clerk in the Register Letter Department, if he happens to lose a letter is ı make good the contents of that letter.

3rd. A clerk in the General Delivery or Despatching Branch in the same way is called upon to make good any losses that occur in their departments.

Take the Postmaster General's Report, Appendix H, and compare the losses paid by the inside service and those of the outside service. I am certain that you, gentlemen, will be convinced that the clerks in the outside service are those that have the responsible positions, and not the inside service with their big salaries. I consider it only fair that we should be paid the same as the clerks in the inside service. It is the impression of the nine-tenths of the Members of Parliament, as well as the public at large, that the inside and the outside service are on the same footing.

I have the honour to be, gentlemen,

Yours respectfully,

(Sgd.) J. J. BATTLE,
Post Office Clerk.

Sir Wilfrid Laurier's Answer to the Delegates of the City Post Offices of Canada, at Ottawa, June, 1906.

GENTLEMEN,—I have taken note of all that has been said in favour of your petition, and I consider your request a modest one, and I am in full accord with the views expressed by my colleagues.

Mr. Barker has just said that there should not exist a difference between the outside and the inside service, and I am of that opinion myself. I regret that I have only two of my colleagues here to-day, one of whom, the Minister of Customs, is an old hand at the head of his department, and we have here with us the Postmaster General who is a new man, and between the two they will likely be able to deal with the situation.

This grievance which exists I will give my fullest consideration, and consult with the Minister of Finance on the subject. It is not reasonable to think that a clerk in the inside service who possesses a small family should get more than a man in the outside service with a large family, and why this difference was allowed to exist I cannot at present say.

I must say, gentlemen, that your request is very reasonable, and I will endeavour to bring this matter up this present session if it is possible to do so at this time, but if not it will certainly be brought up at the next.

I believe that the members of the outside service work just as hard as those of the inside service. I believe, since you say so, that they have larger families; and I have no reason to doubt that they have just as large appetites, and if, as has been stated, their families are larger, it might be right to inquire what it is that should be remedied, if there is anything to be remedied.

Reply of the Postmaster General to the Post Office Clerks' delegation, Wednesday, November 7, 1907.

GENTLEMEN,—I am very much pleased to have met you and I must say that I congratulate you on having brought my friend, Mr. Zimmerman with you. You could not have brought a better advocate.

I have on several occasions in my position in the House of Commons given this matter considerable attention.

I am, to-day, occupying the present position of Postmaster General and I have been thinking over the salary of the Civil Servants and I will bring, myself, the question of the Civil Service before the Government.

I thought that this class of His Majesty's officers was not treated as it should be.

Your case is indeed a very strong one, and has been well presented on a previous occasion as well as to-day.

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I intend to *act*. I don't know what the other Ministers will do, but I intend to t immediately.

I received yesterday a deputation of the country postmasters, and the other day he railway mail clerks of Montreal. I am receiving all the branches of my depart-ent.

You have, unquestionably, I admit a very strong case, and I must tell you, that ou have all my sympathy, all my good will. This is not sufficient, sympathy and ood will will not increase the 66 cents in the dollar.

Your arguments are the strongest I have heard yet about the salary question. ou may trust in my good will and you may expect from me fairplay and justice.

Gentlemen, give me a free hand, and I expect loyalty from you. I know that I ve your loyality and good support, but I speak as a friend. Although a young man, am your father, being at the head of your department I was perhaps rather stiff ith my friend Allen when he spoke, but I must tell you that you should not have entioned about the hours. This is a condition of discipline that the men of the side and outside service, should do some overwork when necessary.

Dr. Coulter is a good Deputy Minister, a good father of this large family, who es that your wrongs are righted.

Go back to your homes and tell your confreres, high and low, that they can trust e Minister, that I intend to do something during the coming session.

QUEBEC, September 19, 1907.

P. J. BAZIN, Esq.,
'Delegate' to the Royal Commission.

DEAR SIR,—Please to permit me to let you know my complaints about my posi-on as senior clerk of Quebec post office.

I desire that you let know to the officers of the Royal Commission my services, follows : Four years as letter carrier, eight years as chief letter carrier and twenty-ur years as clerk in the different departments. Total, thirty-six years.

Just now, I am employed in the Registered Letter Department.

My conduct is an unexceptionable one.

I have passed my promotion class as first-class clerk which is my due since four ars.

Hoping, dear sir, that you will give me the privilege to obtain it.

I am, yours truly,

(Signed) ULRIC VEZINA.

P.S.—Since four years I don't received no increase of salary.

QUEBEC, September 19, 1907.

Messrs. G. E. EVANTUREL and F. KINDELLAN, representing the Post Office staff, re sworn and examined.

Mr. Evanturel was first examined.

By the Chairman:

Q. What position do you occupy?—A. Superintendent of the office, graded as econd class.

Q. What salary do you get?—A. $1,200.

Q. How long have you had that?—A. Two years.

Q. What had you before that?—A. I went up by increases of $50 from $800.

Q. You have been thirty years in the service?—A. Yes.

Q. Mr. Kindellan, what salary do you get now?—A. $700.

Q. You came in nearly five years ago?—A. Yes.

Q. What salary had you to commence with?—A. When I first entered the service I had $1 a day.

Q. Then you passed an examination, I suppose?—A. Yes.

Q. And you got $400 a year?—A. Yes.

Q. And your salary was gradually increased until you now get the maximum of your class, $700?—A. Not quite that. I have not been long enough in the service to have reached the maximum of my class.

Q. Your class is the fourth?—A. Yes.

Q. What is the maximum of the class?—A. $700; but I entered the service in 1903, and I could not reach the $700 by this time, but I succeeded last year in getting an increase of $200.

Q. How did you get that??—A. That is where the secret is. Of course, I have no objection to state it.

Q. There are four fourth class clerks?—A. There are only four in the Civil Service List, but we have a few more since that was published.

By Mr. Fyshe:

Q. How old are you?—A. I will be 30 next February.

Q. How old were you when you went into the service?—A. 23 or 24.

Q. What did you do before that?—A. I worked at the tailor trade, but it did not agree with my health.

THE CHAIRMAN—Mr. Evanturel, you and Mr. Kindellan were unable to come before us with the other clerks yesterday, and we shall be very glad to hear anything you have to say in addition to what was said to us by Mr. Battle and Mr. Lane. You are all in the same boat.

Mr. EVANTUREL.—We are all in the same boat, but the boat seems to be leaky.

Q. Have you anything to say to supplement the observations of Mr. Battle and Mr. Lane?—A. I may say that I am acting as superintendent of the office, I have the responsibility of the assistant postmaster, and I do not get anything for it. I do not suppose that outside of this office you can find a man in the whole service in the same position as I am—taking charge of an office, with the responsibility of the office, and not paid a cent for it.

Q. Your compaint is that the system in Quebec is not like the system in Montreal where there is a superintendent?—A. Yes, and there are several other offices.

Q. What other offices are there?—A. I could not say. It is done in another way.

Q. Will you tell us what the other way is?—A. They will take the clerk who is in charge and will give him a first class. They will push him on.

Q. With the exception of Toronto and Montreal, there are no superintendents in any of the city post offices. You consider that failing the appointment of a superintendent there should be first class clerks?—A. There should be something of that kind. If a man is in charge of an office he is generally paid more than the men under him are. I do not see why it should not be done in this case.

By Mr. Bazin:

Q. You are not particular about the name?—A. I am not particular about the name or the office. They can give it to somebody else, but I think it is not right to have a man in charge of a number of other men and give him nothing for it.

By the Chairman:

Q. Your senior was appointed six years before you?—A. Yes.

Q. And got into his class three years before you did?—A. Yes.

Q. As a matter of fact, would not he be chief over the office?—A. Yes, but it is left to the assistant postmaster to choose the man he thinks the most suitable for the position, and it is the same in my case, without boasting about it. The other man, the assistant postmaster thought would not be listened to by the clerks, and he put me in the position.

Q. Then your contention is that you have been selected by practically the head of the staff, and that you should be placed in a class equivalent to that and be paid a salary such as is paid in other places?—A. Yes. If they want to give the place to another man, they can do it.

Q. Putting aside the personal question, you think the person appointed to be the head of the staff should have a higher grade and higher pay as in other places?—A. Yes.

Q. Is there any other point you wish to mention?—A. I will tell you plainly that I am far from satisfied. I do not think we are treated like other clerks in the Civil Service. I think we are the hardest worked men in the Civil Service, and in order to get an increase we have to go through an examination which they do not go through in other branches of the service, and if we happen to have a poor memory or a used up memory, we are blocked. I am one of them, although I was picked out to take charge of the office.

Q. What were the subjects on which you were blocked—bookish questions?—A. No. A question about what the postage would be on a letter to an island in the middle of the ocean.

Q. Were they questions out of the Postal Guide; for instance, the postage on a letter going to Malta?—A. They asked about the Windward Islands, for which we do not see a letter once a year. We cannot keep all these things in our heads.

Q. Is it not a fact that the questions put to members of the postal staff are in line with their duties?—A. Like questions you might put to a lawyer, but which he would not be able to answer without referring to his book. He cannot carry the answers in his head.

Q. But the questions put to the post office officials, when going up for promotion, are invariably in line with the duties of their department?—A. Yes.

Mr. KINDELLAN.—I would like to say that for the examination which we pass at present we receive an increase of $50. We are willing to pass the examination, but we ask for an increase of $100.

The CHAIRMAN.—I thought Mr. Evanturel was objecting to the present examination?

Mr. EVANTUREL. I am.

The CHAIRMAN.—And Mr. Kindellan is willing to have the examinations.

Mr. KINDELLAN.—I am younger, and am anxious to get the $100.

(A letter from Mr. Battle was read and filed.)

Mr. EVANTUREL.—I have been in two branches of the department. I was in the money order branch some years ago. One evening when I balanced my account I was short of a certain amount, I think it was $11. Of course, I had to make it good, and sent it to Ottawa. Two days afterwards I discovered the error, and proved the error to Ottawa. They wrote back to me that the error was perfectly clear, and that the money should be refunded to me, but it did not come. After waiting a couple of months, I wrote about it again, and they said the money was in the hands of the Auditor, and I have never got my money.

Mr. BAZIN.—How many years ago was that?

Mr. EVANTUREL.—It might be ten years.

Mr. KINDELLAN.—Another point I would like to draw your attention to is the desirability of a wider scope to postmasters. I will give you an example. If I were to fall sick on the 14th of the month and had the misfortune of being sick for one

month, I would not receive any money for that month, and probably for two weeks after my return to duty, although that is the very time I would most need the money. Our salaries are not so large as to enable us to put aside money on every pay day for a rainy day, so that often, when an employee falls sick he has not enough money to buy the medicine prescribed by the physician. I think we should receive our pay when we are sick the same as when we are on duty. If greater scope were given to the postmaster, who knows his employees better than any one else, he could tell whether a man was really sick or not.

Mr. EVANTUREL.—Our pay stops when we fall sick, and we only get it when it pleases the department.

The CHAIRMAN.—The difficulty is that the Post Office Department has such intimate regulations with the public that the regulations have to be strict.

Mr. EVANTUREL.—Yes, but this has only existed for ten years, since the Hon. William Mulock took charge of the department. I have been under both blue and red Governments for thirty years, and I can say that the last ten years are the worst I have ever experienced—and I am a Liberal.

Mr. KINDELLAN.—There was another point. If we have the misfortune to have some one fall ill in our families or to have to attend a funeral, or if we lose a week, the time is deducted from our holidays. We have twenty-one holidays in a year, including Sundays.

Mr. EVANTUREL.—I will give you an example. My brother, a member of Parliament in Ontario, lost his wife a few months ago, and I went up to attend the funeral. I was away three days, and they were cut off my holidays.

The CHAIRMAN. If you get sick and the circumstances are inquired into, you get sick leave?

Mr. KINDELLAN.—Yes, but if we are sick for one day we have to bring a doctor's certificate or lose our day's pay. I am only asking that wider scope be given to the postmaster.

Mr. EVANTUREL.—In general, we are far from being satisfied. It is not only a question of our wanting an increase of salary; but we have not been treated properly these last ten years—here or in any other offices. I meet post office clerks from all over the Dominion, and they all agree. Some of them say that if they could be pensioned off, they would leave the service, and I am one of them.

Mr. FYSHE.—You think the spirit with which the department has been administered is objectionable.

Mr. EVANTUREL.—Yes, that is the thing. Take another matter. Ten years ago I with many others had a right, according to the statute, to get $50 increase each year. That was kept from us for three years. That is all over now, but we never got that money; it is lost to us forever. I had a contract with the Government that I would get so much a year. Why don't they stick to their contract when I stick to mine?

Mr. FYSHE.—What reason do they give?

Mr. EVANTUREL.—They give no reason.

The CHAIRMAN.—You agree with your colleagues who were here yesterday that there should be a different gradation of clerks, with first, second and third classes?

Mr. KINDELLAN.—Yes.

QUEBEC, September 20, 1907.

Mr. A. BOLDUC, Quebec Post Office Inspector, sworn and examined.

By the Chairman :

Q. You were appointed in 1879 ?—A. Yes.

Q. What position were you appointed to?—A. As clerk in the Post Office Department in Ottawa.

Q. How long did you remain in Ottawa ?—A. I remained four years in the department and was then appointed an assistant post office inspector of the Ottawa district under Mr. French. I was four years assistant inspector there, when I was appointed twenty years ago, inspector here.

Q. You served the first four years of your twenty-eight years service in what branch of the Post Office Department ?—A. The secretary's branch.

Q. There you learned the routine of the correspondence ?—A. Yes.

Q. Then they made you assistant post office inspector in the Ottawa district, and on July 1, 1887, they sent you to be inspector here ?—A. Yes.

Q. What salary had you when you were made inspector here ?—A. $2,000.

Q. You now get how much ?—A. $2,600. That is the maximum.

Q. There was an increase of $100 a year ?—A. Yes, I got those increases. The increases were $200 after ten years service and $200 more after twenty years service; but the law was amended two years ago and made to read an increase of $100 a year up to a maximum of $2,600.

Q. Then practically in the twenty years that you have been here your salary has been increased from $2,000 to $2,600. The $2,600 I got from August 1 last.

Q. Before that it was $2,500 ?—A. Yes.

Q. What is your staff ?—A. Eight clerks and a messenger.

Q. You have two assistant inspectors ?—A. Yes.

Q. How many temporary clerks have you ?—A. Only one.

Q. You have no first-class clerks ?—A. No.

Q. Do you think you should have a first-class clerk ?—A. I think so. Mr. Pelletier, who has been in the service twenty-six years is only second-class.

Q. What is the geographical limit of your inspection ?—A. From Three Rivers, inclusive to the Straits of Belle Isle on the north shore, and from Nicolet to Gaspe on the south shore.

Q. Do you do much outdoor work yourself ?—A. About ten days in the month on an average.

Q. To cover such an enormous territory the two assistant inspectors are continually on the travel ?—A. They travel about the same as I do ; and besides those two assistants I send out two other clerks, because we could not manage the district otherwise. I have a thousand offices to look after, and three hundred and fifty are money order offices which require to be visited once a year.

Q. How often do you visit the ordinary post office ?—A. We visit them only when there are complaints or when we pass them on our way to the money order offices.

Q. You are allowed only the actual travelling expenses which you incur?—A. Yes.

Q. That being the case, there is no inducement to travel beyond what is required ?—A. No, of course not.

Q. In travelling, the wear and tear of clothes and other expenses which are not chargeable are a loss to you ?—A. Of course they are.

Q. Then you think the old system of a per diem allowance was a better system than the present ?—A. Much so.

Q. When was the per diem allowance done away with?—A. Fifteen years ago.

Q. You could make a little money out of the per diem allowance?—A. Certainly.

Q. And it was an incentive to be always on the road?—A. Certainly.

Q. Then you think that it would be desirable in the best interests of the public service to restore some system of allowance?—A. Certainly I do.

Q. They have that in England?—A. Yes, and in the States also. In the States they get $4 a day. In England the allowance is graded according to the title of the individual travelling. I think it would be fair to give the same allowance to every one. An assistant spends just as much as an inspector.

Q. Of course, there is a certain amount of discomfort in travelling?—A. Of course there is.

Q. And most people would rather be at home?—A. Yes.

Q. So that, being paid only the absolute out of pocket expenses, there is no inducement now to do more than you are actually compelled to do?—A. That is true.

Q. What is the maximum salary of an assistant inspector?—A. $1,800.

Q. How long has Mr. Green had $1,800?—A. About five or six years.

Q. Mr. Larue is going up to that?—A. Yes. He has only $1,300.

Q. What is your idea of the salary paid to inspectors and assistants?—A. I think an inspector should be appointed from the service in the first instance.

Q. Were you?—A. Yes, but I was an exception. There are very few. I think the minimum salary of an inspector should be $2,500, and should go up to $3,200, and the salary of an assistant inspector should go from $1,800 to $2,500. I do not think the present minimum for an assistant inspector is high enough.

Q. You won your spurs by being in the secretary's branch of the Post Office Department, and by becoming an assistant inspector at Ottawa before being appointed inspector here. How are the inspectors generally appointed?—A. Through political influence.

Q. Frequently they are ex-members of parliament?—A. Yes.

By Mr. Fyshe :

Q. You say you have two clerks travelling in addition to the two assistants?—A. Yes.

Q. Would it not be better to call them assistant inspectors?—A. My idea is to give them a chance to learn the work properly as well as to have them assist me.

By the Chairman :

Q. Is your district the largest in the Dominion?—A. One of the largest in territory.

Q. How far north do you go?—A. As far as the country is settled—to Lake St. John. Normandin is about the farthest point; that is about 60 miles beyond the railway.

Q. There is a certain amount of rigour in going to these out-of-the-way places?—Yes, indeed. I was six weeks this summer going to the Straits of Belle Isle.

Q. Do you take out accident policies?—A. No, but I think we should be allowed to have accident policies paid for by the department.

Q. Is your life insured?—A. Yes.

Q. Do you pay the ordinary life insurance premium?—A. I do.

Q. You do not pay any extra premium?—A. No. The agent made some objections the last time I went to be insured, but I have not paid anything extra so far. Mr. Larue, my assistant, is ill at present with typhoid fever, which he attributes to his travelling, to drinking bad water.

Q. You, of course, are under the old Superannuation Act?—A. I am, fortunately.

Q. Don't you think, looking at the service as a whole, that it would be desirable to re-enact that Act?—A. Indeed I do.

Q. Don't you think, looking at the perils incurred by many officials such as yourself, lighthouse keepers and others, that it would be desirable to extend the provisions

of that Act to include pensions to widows?—A. I do think that, and I might add that the new Act might include the provision that if a man dies before he reached the time for superannuation, his widow should get more than two months' salary.

Q. The two months' gratuity is given to the representatives of an officer dying in harness to cover the exenses of his funeral?—A. That is all.

Q. In the case of an officer who has been superannuated, that two months' gratuity is not payable?—A. No.

Q. Is there anything else you would like to say?—A. I would like to say something on behalf of my clerks. The post office inspector's clerks are put on the same salary as the post office clerks. I think there should be some distinction, because a man in my office requires to be a man of education, who knows how to write French and English, while a man in the post office has simply to sort letters.

By Mr. Fyshe:

Q. Are the hours the same?—A. The hours in my office are better—from 9 to 4. Of course, I have a good deal of sympathy with the post office clerks as regards hours, but it does not seem to me to be quite fair to have the same classification for the two offices.

Q. Is it a requirement of your office that every man in it should be able to speak and write both French and English?—A. Yes, they should. I have three shorthand writers, two of them in both English and French. These clerks, to my mind, earn more salary than clerks who simply sort letters. They render better service.

By the Chairman:

Q. Then, your idea is that the clerks in your office, who have to take a bird's eye view of the whole district, and who have to carry on a great deal of correspondence, should be placed on better footing and be better paid than ordinary clerks doing routine work?—A. That is my belief, and I never understood why there was a distinction between these clerks and those of the inside service in their classification. With the exception of the chiefs of branches and other important clerks, the clerks in the inside service do only routine work, whereas a man in a post office inspector's office requires more general ability.

By Mr. Fyshe:

Q. The nature of your business is that of an authority keeping everything up to the mark?—A. Yes.

The CHAIRMAN.—If anything occurs to you afterwards that you would like to add to what you have said, we shall be glad to have it in a memorandum from you.

TORONTO, WEDNESDAY, September 25, 1907.

The Royal Commission on the Civil Service met this morning at 10.15 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

A deputation from the Federated Association of Letter Carriers and the Toronto, Hamilton and London association was present to lay the views of the respective organizations before the Commission.

The CHAIRMAN.—We have received delegations of your confreres at Ottawa, Montreal and Quebec, so if we do not ask you very many questions you will consider that we have the desired information already.

Mr. ALEXANDER MCMORDIE, called, sworn and examined.

The CHAIRMAN.—I understand you have a memorial to present.

The WITNESS.—I beg leave to hand in this memorial embodying the views of the Federated Association of Letter Carriers.

The memorial read and filed as exhibit.

By the Chairman:

Q. In your memorial you state that the letter carriers have formed themselves into an association. Are we to understand that practically the 500 letter carriers are all included in the association referred to?—A. Yes, sir.

Q. You have a kind of mutual benefit fund, have you not, in the interest of those members who fall sick?—A. Yes, sir, we have a death fund.

Q. How much does that cost you each a month?—A. We pay $1 a death for each man.

Q. That amounts to a few dollars a year, I suppose?—A. The dues ran to $7 this year.

Q. You also state in your memorial that you are limited to the same class of employment; in other words, once a letter carrier, always a letter carrier?—A. Yes, sir.

Q. Has a letter carrier ever been appointed to an outside position in the postal service, say a postmaster, for example?—A. In the old country, sir.

Q. I know with respect to the old country, but has a letter carrier ever obtained that position here?—A. I never heard of one.

Q. Do you know whether any letter carrier has ever gone into clerical work here in the post office?—A. Yes, sir, I have known of letter carriers having gone inside and done clerical work.

Q. What I mean is, have any letter carriers ever been promoted to be clerk and mounted straight up?—A. Not straight away, sir.

Q. Have you heard, or do you know, of letter carriers doing clerks' work who are graded as letter carriers?—A. Yes.

Q. Is that the case here in Toronto?—A. Yes, sir.

Q. Is it the case in Hamilton, do you know?

Mr. R. GUY.—Yes, I believe so.

The CHAIRMAN.—Is it the case in London?

Mr. M. M. EMPEY.—Yes, sir.

By the Chairman :

Q. In such cases the letter carriers are deprived of their uniforms their street car tickets and other privileges, are they not?

Mr. McMordie.—They are deprived of everything.

Q. That is to say, when they become clerks and perform a superior class of work they lose by the change? They are graded still as letter carriers?—A. Quite right, sir.

Q. In the memorial you refer to the question of your vacation. How many days' vacation do you have a year?—A. I have twenty-one days—eighteen days rather

Q. And if by any chance you fall sick and have had your vacation your day's pay is deducted?—A. That is the case, sir, under what is termed the new Bill.

Q. At what hour do you begin your day's work?—A. Speaking for myself, I begin work at about 6.45 a.m.

Q. At what hour does the work of a letter carrier begin in Hamilton?—A. At about the same hour, sir—from 6.30 to 6.45 a.m.

Q. And at what hour in London?—A. At about 6.30, sir.

Q. After you come to the post office at 6.45 a.m., when do you begin your beat? —A. Myself personally?

Q. We are speaking generally of letter carriers?—A. I begin at 8 o'clock; some men begin at 7.30 o'clock.

Q. According as the letters are sorted, I suppose?—A. Yes.

Q. After the first beat is over what happens then? Do you go back to the post office?—A. We come back immediately and do our best to get out in time on the next trip.

Q. At what time do you generally return from your 8 o'clock beat?—A. A few minutes after nine, possibly ten or fifteen minutes past.

Q. When does the man who makes three trips get back?—A. The man who does three trips is in the office earlier in the morning. The men who have to serve the outlying districts are there at 6 o'clock in the morning, or shortly after six.

Q. At what time do they get back?—A. At 10 o'clock, though possibly some do not get back until later.

Q. After the first beat is finished, what happens then?—A. The carriers prepare for the second beat.

Q. Do the carriers perform a second beat before dinner time?—A. Yes.

Q. When is your second beat finished?—A. It all depends upon the walk. Some are through at 12 o'clock or a quarter to 12, and some at 1 o'clock.

Q. Then you go to luncheon?—A. Yes, sir.

Q. How long a time is allowed for luncheon ?—A. One and a half hours at the latest.

Q. Then what happens after that?—A. Then the letter carriers go out on the next trip, probably at about 1.30.

Q. And when does the letter carrier get back?—A. He gets out at 2.30 o'clock again.

Q. And when is your day's work over?—A. Usually at about a few minutes after five.

Q. (To Mr. Manhard, Toronto.) Is it the same with your trips ?—A. No, sir some of the carriers have to work until 6 o'clock.

Q. Then the hours of work last until between 5 and 6 o'clock?—A. Yes, to between 5 and 6 o'clock.

By the Chairman :

Q. Then, in the case of Toronto it comes to this, that the day's work of a letter carrier begins at from a quarter to half-past 6 and, with the exception of an hour and a quarter to a half for luncheon, it continues until from 5 to 6 o'clock at night?—A. Yes. An hour and a half is allowed, at the most, for luncheon.

Q. That amounts to about ten and a half hours for the day's work?—A. It comes to pretty near that.

Q. (To Mr. Guy) Do the same hours obtain in Hamilton?—A. Well, I might say that in Hamilton our hours are somewhat different on account of the trains coming in at different times. I do not think our carriers there have it quite as good as they have here in Toronto.

Q. What are the hours in a day's work?—A. They arrive at 6.30 o'clock in the morning, get ready, and go out at 8 o'clock, and they are back again between 11.15 and 11.30. They are at the office again from 1 to 1.30 o'clock, not earlier than 1 o'clock. It is often 1 o'clock to 1.30 before they are through on the second delivery which leaves them from breakfast time until 2 o'clock until they get home to their dinner. They have to report to the office again at 4 o'clock in order to get ready to go out at 4.30 and it is from 6 o'clock to 6.30 before they are through and sometimes 7 o'clock.

Q. Then in your district the day's work would consist of from ten to eleven hours?—A. From nine to eleven hours a day.

(To Mr. Empey.)

Q. Is it the same in London?—A. In London, sir, there are six divisions that report to duty at 6.30 in the morning. The first delivery runs from 10.30 to 10.45, and we have to report for duty again at 12.30. We go out again on that delivery and come in again at 1.30 o'clock. We come in again at 2.30 and go out again at 3.30 o'clock, and we are in again at from 5.30 to 5.45. There are six divisions whose hours are as I have mentioned and there are others whose hours cover more than that time.

Q. Then practically the letter carriers in the three cities, Toronto, Hamilton and London, average about eleven hours to a day's work?—A. That is about it.

Q. The letter carrier is subject to all sorts and conditions of weather?

Mr. McMordie.—Yes.

Q. He is exposed to rain and shine, heat and cold?—A. No matter how hard it rains the letter carrier must get out.

Q. Do you find any difficulty in insuring your lives?—A. There are not very many of us, perhaps, can find the means for insurance.

Q. But in the case of those that apply for insurance are they charged an extra rate because of their exposure to the weather?—A. Not that I know of, sir.

Q. Does the letter carrier break down in health and require to be retired?—A. Twenty-five years is the outside limit for a man to stand the job.

Q. The letter carrier is always on his legs and always exposed to all weathers?—A. Yes, he is exposed to all weathers.

Q. And you think the consequence of that exposure is that his health gets used up very quickly?—A. If his health does not get used up pretty quickly his legs will.

Q. And he has to be invalided?—A. And he feels pretty tired.

Q. You have spoken in your memorial about the subject of superannuation?—A. Yes, sir.

Q. Considering the hardships to which the letter carrier is exposed do you not think it would be desirable that some system of superannuation should be put into effect which would also make provision for the widow and orphans in case of death?—A. I would think so, provided we could get such a thing.

Q. If such a system could be adopted would you approve of it?—A. It has been done in some other countries, for instance, in Germany.

Q. You have referred to the service in England. Do you know that in England the letter carriers are given good conduct stripes as soldiers are in the army?—A. I know they do that, sir.

Q. What would you think about that way of increasing the pay?—A. I notice that in England the letter carriers are trying to have the stripes done away with because they think there is a certain amount of favouritism attached to the system.

Q. There are good judges for that kind of thing?—A. I am not so sure of that.

Q. Do you think it would be better to treat the letter carriers all alike instea of adopting a system of stripes ?—A. I think so.

Q. In your memorial you express the opinion that there are certain inequalitie in the cost of living. Why should the cost of living in Hamilton be higher than i New York ?

Mr. GUY.—I do not know why it should be so. I cannot say that, but neverthele it is the case. We have it from the president of our board of trade and he surel would not make an assertion of that kind and allow it to get into the public press fro one end of Canada to the other, unless he could substantiate it.

Q. The only substantial endorsation would be that people have gone back t New York from Hamilton in order to live cheaper ?—A. Mr. J. R. Callaghan mad the statement and he was backed up by Mr. Frank R. Close, president of the Dunca Lithographic Company. They are two of the largest manufacturers in the city o Hamilton.

Q. I am aware of the increase of the house rent in Ottawa and my colleagu know about the conditions in Montreal and Quebec. You say that in the matter o house rent the increase given as 36 per cent is not applicable to western Ontario. D you know whether the increase from 95 per cent to 145 per cent, given here, is co rect ?—A. That, sir, is right.

Mr. ROLSTON, Hamilton.—I might say that house rents in the last ten yea have doubled in Hamilton That is not from hearsay but actual knowledge. I some instances we know that house rent has not only doubled but trebled.

Mr. L. E. MANHARD.—With your permission, Mr. Chairman, I will read som statistics that have come under our notice in regard to house rents in Toronto, show ing the great increase that has taken place.

The CHAIRMAN.—We would like to have the figures put in as evidence.

Mr. L. E. MANHARD.—I will read you the figures in question (reads):—

'Thomas Smith, 366 Given street, six roomed house, fourteen feet front, yea 1897 rent $9.50; 1907, rent $20.

'H. A. Ashmead, 16 Belmont street, six room house, year 1897, rent $9; yea 1907, rent $23, and water extra.

'William Gilmour, 89 to 109 Montrose avenue, six room house, year 1900, ren $9; 1907, $20 and $22.

'111 Bathurst street, year 1897, rent $8; 1907, $14.

'226 Farley avenue, year 1900, rent $7.50; 1907, $15.

'143 Tecumseh street, 1898, rent $7; 1907, $13.

'226 Niagara street, 1899, rent $8; 1907, $18.

'83, 85, 87 Mitchell avenue, 1899, rent $6; 1907, $18.'

Mr. GUY.—I would just like to say with respect to the house I live in in Hamilto It is in a row known as Wellington Terrace on Wellington street. It is in a ver desirable row, and the houses are always rented; I have never known those houses t be idle. Eight years ago I paid for rent $8 a month and to-day the houses in the sam row rent for $15 and are considered cheap at that. I can swear to this fact; it is fro personal experience.

The CHAIRMAN.—With the exception of house rents I notice that commodities ha increased in price about equally all over the Dominion. Perhaps certain things a cheaper at one place than at another, but as a rule the increase has been the same t ver the Dominion.

Mr. MCMORDIE.—Do you mean meats?

The CHAIRMAN.—Meats, clothes, and all such things as that.

Mr. MCMORDIE.—They have increased 75 per cent in some cases.

The CHAIRMAN.—Yes, some articles have.

Mr. McMORDIE.—Sirloin steaks and such meats. You all know that; you have got to buy such meats yourselves.

By the Chairman:

Q. You have produced also, Mr. McMordie, a statement showing the conditions of pay governing the fire brigade, in the case of the ordinary firemen, which has been verified by the chief of the brigade?—A. Yes.

Q. There is something analogous to your own case in the case of a fireman, because they also have to have uniforms?—A. Yes.

Q. You also have a statement showing the conditions of pay governing the police force. This relates to the ordinary constables, I suppose?—A. Yes, sir.

Q. Verified in each case by the chief constable?—A. Yes.

Q. Are the constables and firemen provided with more uniforms than are supplied to you?—A. I do not know that they have more uniforms, but they are of better quality.

Q. Better material?—A. Better material, and the uniforms are better made.

Q. How long does your tunic last?—A. I put the one I am wearing on in August. It was sent to be fixed up because it would not fit. This side used to hang down like this (illustrating), and would still hang down if I had not had a button-hole put in it. This is the way it sits (illustrating). The coat was down this far (illustrating), but was sent back and made a little better. In the case of the trousers they were too short and had to be pulled down. Even then they were not very respectable looking, and I do not know that a man feels highly elated at wearing that kind of thing. It is not a very good material, and it is a worse fit, and I think, sir. if the Commission could arrange in some way that we could have our uniforms made locally—either that or let us look after the making of the uniforms ourselves, the same as they do in the United States—we could get something respectable and that we would look a credit in. The complaint as to fit and material is general all over.

Q. Do you think if your association had this matter in charge, instead of the department, that you might do better?—A. I read a great many of the service papers, and I find out that in the United States the men are responsible for the making of their uniforms. It is the only country where there is no kick. There they get what they want subject to the rules of the department.

Q. How long does your tunic last?—A. This uniform I only put on in August. I wore my old uniform as long as it would last because it was a better fit.

By Mr. Fyshe:

Q. Who makes these uniforms?—A. I do not know. We are measured for them in Toronto and the clothes are made in Ottawa.

By the Chairman:

Q. You are all measured locally and the measurements are sent down to Ottawa?—A. Yes, sir.

Q. You do not carry any mail matter by hand but always take a bag with you containing the letters?—A. Yes, sir, we always carry a bag.

Q. Have you gentlemen any further statement you would like to make before you retire?—A. Well, sir, I have this statement that I would like to make: we would like to be put on a footing of equality with the senior third class clerks as to pay and promotion. We would also like the commission to devise a day's work as near eight hours a day as possible, and we would like that some record—some proper record—of a man's standing should be kept and that record should be open to each individual at any time.

ESSIONAL PAPER No. 29a

By Mr. Fyshe :

Q. That is the record of each individual only ?—A. Each man's record only. e would also like to see some kind of decent system of superannuation introduced cause we recognize that the old scheme is practically of no use.

Q. You are simply drawing your own money ?—A. Yes, and at the end of thirty ars it would not give you a living.

By the Chairman :

Q. How many years have you been in the service ?—A. Twenty-three years.

Q. You were contributing to the superannuation fund ?—A. Yes, sir, under the d Act.

Q. If you were to die tomorrow what you have paid in would not benefit you ?— . Not a cent.

Q. It would be just the same as in the case of the contributions to the fund of ie late postmaster, Mr. Patteson?—A. Just the same.

Q. Please proceed with your statement ?—A. I think that is all. What we really vant is a proper system of equality as to letter carriers and third class clerks. We :laim there is no difference between the two classes of employees, or the two grades, in the office. We both handle letters, and if there is any difference the responsibility rests with the letter because he does the supervising work of a third class sorter and all that kind of thing. He has got to supervise the mail matter and take the responsibility of anything that may happen to be omitted but that is not applicable to the others or scarcely so.

Q. If you lose a registered letter, or if by chance a registered letter gets astray, are you answerable for the contents ?—A. Yes sir, for the contents. We pay for the contents.

Q. You pay until the letter is recovered ?—A. We pay until it is recovered. It may extend over two months but it is paid for.

Q. You do not know of any errors that were not paid for ?—A. Not that I am aware of.

Q. I suppose you would also like to see some scheme adopted whereby promotion might be insured ?—A. That is the idea, sir. We would like a definite system laid down as there is no system at present. If you happen to secure promotion at all you can only get it by working inside for eight or ten years and then going back and taking a reduction of a couple of hundred dollars and starting over again. There is no man, scarcely, that can afford to do that.

THE CHAIRMAN.—I see that the gentleman from Hamilton has something to say.

Mr. MCMORDIE.—Before I sit down, sir, let me say that I have a telegram here from the letter carriers in Winnipeg. They are informed that you gentlemen cannot go to Winnipeg to meet them although they are very anxious that you should visit that city. They have asked me to represent them if you will kindly allow me to do so. I have no data to go upon more than a few items that were contained in the letter I received from them. They instructed me to represent to the Commission that the cost of living had increased 67% in the last seven years in Winnipeg, and that the allowance of $15 per month which they now receive as living allowance should be augmented to $25. The claim is made that salaries in Winnipeg should be at least 33% more than in the east to cover the increased cost of living there. I understand some gentlemen are coming down to represent the Civil Service in Winnipeg and they will probably have something more to say on the matter.

THE CHAIRMAN.—You had better write your friends in Winnipeg stating that in view of the fact that we have to report to parliament early in the coming session it is utterly impossible for us to visit that city, but if they will be good enough to forward a memorial setting forth all the facts they desire to bring to our attention we will be very glad to consider it.

Mr. McMORDIE.—Very well, sir, I shall write to that effect.

The CHAIRMAN.—I see that the delivery of a letter carrier is based on the population. The figure is generally about 700 ?—A. Yes sir.

Q. In Hamilton I see the figure is 695, in Toronto it is 616 and in London 776. Is that the population for the greater area or a lesser area in places ?—A. That is worked out. There is one delivery for that number of people. You will see on another line of the memorial the number of population.

Q. That is all right. Have you anything more to say ?—A. No sir.

Witness retired.

MEMORIAL OF THE FEDERATED ASSOCIATION OF LETTER CARRIERS, DOMINION OF CANADA.

To the Honourable the Royal Commission, appointed to enquire into the conditions of employment and remuneration of the inside Civil Service of Canada.

GENTLEMEN,—We, the members of the Letter Carriers Civil Service Association wish to testify to our general satisfaction upon the appointment of a commission to deal with matters affecting the service. We desire to express our confidence in the justice of your deliberations, and we are pleased to anticipate that your honourable body will extend to us the privilege of being heard as the representatives of the letter carriers of the Dominion of Canada, to offer to you such assistance as we may be able in the vast amount of information on which you are called upon to pass your final judgment.

This association is composed of members of the carriers service in the several cities of the Dominion, and has a membership of 498 carriers. The aim of the association is to give moral and material aid to its members, and to improve their condition as letter carriers generally. We desire to present our views in a spirit of moderation, and our requests, we hope, without prejudice to the interests of the department.

The position of a civil servant is generally misunderstood by the public. He practically gives up his life to the service of his country; the training which the work gives him, instead of increasing his marketable stock of skill (although rendering him more valuable to the state) unfits him for other employment—it is not possible for him to transfer his services to another employer in the same class of business, and he is thus practically attached to the department for life, having once entered its service. The recognition of these important facts should be taken into consideration and reasonable opportunities should be afforded the officer to improve his position, so as to make the service attractive to the young and ambitious.

The letter carrier is also a citizen, and has to assume his share of the burdens and responsibilities of the civic community. Other classes of labour have their salaries adjusted every two or three years to meet increased cost of living, but the salary of the letter carrier is practically the same for the past thirty years, except for a slight adjustment in 1902-3. He therefore feels with each succeeding year the growing difficulty to discharge his obligations as a citizen and so preserve the respect of the community of which he is a part.

As a civil servant he must provide for the best interests of those dependent upon him out of what is paid to him from the public treasury. Under existing conditions, and the continuous increase in the cost of living, he finds the struggle of rigid self-denial greater with each succeeding year. It is with deep feelings of a personal interest that he views the creation of a commission to enquire impartially and thoroughly into matters affecting his conditions of employment and remuneration, confident in the ability of your honourable body to give them full and fair consideration.

SSIONAL PAPER No. 29a

It is often urged that service under the state is a desirable thing, and carries th it advantages not enjoyed by the outside worker. Something may be said from it point of view when (as is sometimes the case) the state pays a proper sum for e services rendered, and provides its officers with reasonable opportunities to im-ove his position, but when the pay is at its highest point insufficient, and at its west actual poverty, the case becomes altogether different and creates a suspicion it the state is using its position as a monopolist unfairly.

The fact also that the post office is a monopoly makes it extremely difficult to stitute an exact comparison between any other class of workmen and ourselves. ie poorest errand boy in outside employment has the prospect of himself becoming e possessor of a large business; the meanest labourer may become the large con-ictor, but the letter carrier, even though his loyalty and intelligence are beyond estion, and even under the most favourable conditions of promotion he can never pe to rise beyond the receipt of a very limited income. These facts alone furnish excellent reason why the 'post office' should take its place in the first flight of ployers.

It has been proved many times that well paid regular work engenders in the wor-' a respect for his employment which results in more efficient service being rendered· viously it is the duty of a monopoly (State or otherwise) towards its customers provide the very best service possible, and contented workers are an absolute essity to the conditions being fulfilled.

We submit that next to low pay the lack of promotion causes most discontent, l the only true and sound economic remedy in the erection of the one class of em-yees to do all manipulative postal work indoor and outdoor.

We therefore submit that carriers be placed on precisely the same footing as third ss clerks as to compensation and promotion, as intimately related branches of the it office.

All promotions should be on efficiency and merit and no favoritism of any kind mitted, and a positive method of recording the efficiency of carriers or clerks ised, such records to be open to inspection by the employees concerned.

The carrier and clerical service should be brought into closer co-operation, ther line of employment should be given advantage over the other in the way of nuneration, and positions and promotions in both cases should be equally acces-le to every properly qualified employee.

It should be possible to utilize every employee, clerk or carrier, as is most advan-geous to the service, by placing these two classes of employees on an equal salary sis.

Under existing conditions the service does not offer sufficient advantages to ract capable and ambitious men, the uncertainty of obtaining within a reasonable e a sufficient rate of compensation to afford a comfortable living and the lack of definite scheme of promotion, unquestionably operates to the disadvantage of the vice.

Our proposal for unification is made with the sole desire to see a united and con-ted service, built upon common sense lines with due regard to efficiency, which rs sufficient advantage to attract capable and competent men.

We feel that the working force of the post office should be placed on such a basis will make it unnecessary to require more than an average of eight hours daily vice, or forty-eight hours per week exclusive of Sundays.

General Question of Superannuation and Retirement of Officials.

In 1898 the Acts relating to superannuation of civil service was made inapplic-, and in lieu thereof the Retirement Act was passed for the service. This pro-d for a 5% reduction made from the salary of each civil servant to which the

terms of the Act applied, with 4% interest compounded and held in trust until the retirement of such civil servant.

Although this enactment was designed as a substitute for superannuation, its effect has been to abandon the principle. The retirement fund cannot be said to de duty for superannuation, and is considered by the staff to be more in the nature o a savings bank account drawing 4%, and in no case can it be considered other tha a forced contribution which employees themselves could invest at a greater rate c interest.

The objects of superannuation as understood in Great Britain, her dependencie and several European countries, is to provide for the old age of faithful employee The provisions of the Retirement Act falls far short of the object, as only the force contributions of the employee is available, which in no sense can be regarded as suffi cient for modern needs.

We desire to place on record a more liberal scheme of superannuation, whereb an employee may have the privilege of retirement on the expiration of 25 years c service, or in a case of separation from the service through resignation or deat prior to the attainment of the retirement limit, the return of the amount deducte should be paid him or his beneficiaries with interest at 4%.

VACATIONS.

In practically all other countries, Government employees are allowed thirty day annual vacation. The enormous growth of the postal business during recent year the ever increasing physical and mental strain caused by the pressure of work has depressing effect on his energies and is especially trying and unquestionably is decided factor in causing resignations from the service.

From the nature of the service its employees are required to work on holidays t some extent, while in other employment they enjoy the Saturday half holiday, i most cases during the year. The present 12 days annual leave is not sufficient time t recuperate. This would add comparatively little to the expense of the service. Vaca tions could be granted during that portion of the year when the work is lightest, an any additional expense incurred would be more than offset by the advantages to th department and the public by keeping its servants thoroughly alert mentally an physically, and be an added incentive to more faithful and efficient service.

This Association desires to place before your honourable body some observation from the service in Great Britain and the United States.

Any one familiar with the conditions of the Civil Service in Great Britain know that the Government maintain at its own expense a pension system for the Civ Service in which all permanent employees participate. There is also established a eight hour day and a system of promotion for letter carriers, which includes inspe tors, up to £280; supervisors, upper and lower section, £300 to £350. Postmaste at various rates of salary, mail officers at railway stations, &c., and further the Go ernment is liable to its employees under the Act recently passed for the compens tion of injuries to workmen or servants in the discharge of thir duties.

UNITED STATES OF AMERICA.

Postmaster General George B. Cortelyou, in his report for the fiscal year endi June 30, 1906, recommends the need of better salaries in the postal service, recogn ing also the increased cost of living, and citing the fact that competent men are c stantly leaving the service to obtain better wages, and that the salaries paid in t lower grades offer little inducements to those seeking employment. An advance $200 on the present salary of $1,000 is recommended, and clerks in the lower gra are advanced to the same scale of pay as the carriers.

Legislation was passed by Congress, February, 1907, carrying out the recommendations of the Postmaster General and providing for six grades of carriers and clerks, as follows:—1st grade, $600; 2nd, $800; 3rd, $900; 4th, $1,000; 5th, $1,100; 6th, $1,200. Carriers in first-class offices who have reached the fourth grade are eligible for promotion to the higher positions in the local post offices; clerks and carriers are also eligible for transfer from one service to the other.

The First Assistant Postmaster General is now considering the inauguration of a system whereby the records of every clerk and carrier in the service will be kept on file, and every man can see for himself just what his official record is, so that no unfair advantage may be taken of him on account of purely personal, political, religious or other reasons.

The Keep Commission has reported to Congress in favour of a system of superannuation for the Civil Service, which is to receive consideration by the next Congress.

COST OF LIVING, 1896 TO 1906.

We feel it would be superfluous to go over the ground already dealt with by other branches of the service as to increased cost of provisions, clothing, shoes, &c. In the matter of house rents the increase, given a 36 per cent at Ottawa, is not applicable to western Canada, where all statisticians quote rents as having advanced from 95 to 145 per cent. Statistics by Professor Mavor (incomplete report) show an increase of 44 per cent, and by Ella M. Keys, Toronto University, an increase in cost of living in workingmen's families of 58 per cent. We submit that the statements as to increase in rents will hold good in the large majority of the cities of Canada.

COST OF LIVING IN HAMILTON HIGHER THAN IN NEW YORK.

F. R. Close, president of the Hamilton Board of Trade, as reported in the Hamilton Herald of May 21, 1907, said that workmen found the cost of living in Hamilton higher than in New York; he knew of several skilled workmen who had returned to cities like Pittsburg and New York, because though wages had been increased by one-third in the past years, rents and the cost of living had increased so that they found they could do better on the other side of the order.

This association desires to present hereunder, for the consideration of your honourable commission, some statistics on the following:—

1. Cost of living.
2. Pension or superannuation, hours of work, sick and annual leave, as represented in Great Britain and other countries.
3. Conditions governing the Civil Service of the several provinces as to sick leave, &c.
4. Salary paid police and fire brigade in principal cities of Canada.
5. Statement showing population of principal cities; number of carriers to population, number of deliveries and officials, October, 1906.
6. Ditto, as representing United States, similarly situated, officials, September, 1906.

Statistics on increased cost of living as collected by Miss Ella M. Keys, Mackenzie Fellow University of Toronto, from 1896 to 1906.

Commodities as sold in St. Lawrence Market.—Potatoes, cabbage, apples, onions, turkeys, geese, hams, butter, eggs, beef, lamb, mutton, veal and hogs, an advance of 64 per cent.

Commodities, including some which are not sold in the market, not all have advanced in equal degree. The following will illustrate the point:—Increase: butter

49 per cent, beef 36 per cent, sugar 10 per cent, milk 13 per cent, bread 8 per cent decrease: flour 5 per cent; increase: fish 25 per cent, potatoes 62 per cent, mutton 5 per cent, eggs 67 per cent, lard 50 per cent, tea 0 per cent, apples 22 per cent, oatmeal 0 per cent, cheese 29 per cent; total increase 28 per cent.

Increase of fuel 24 per cent, clothing 20 per cent, shoes 25 per cent, rent 145 per cent.

Increase in chief items making up the cost of living in a workingman's family Food 28 per cent, rent 145 per cent, fuel 24 per cent, clothing 20 per cent.

Food 10 per cent, rent 5 per cent, fuel 2 per cent, clothing 2 per cent—an increase of 58 per cent.

Professor Mavor, on increased cost of living as given in the *Weekly Sun*, Toronto, April 10, 1907 (incomplete report), gives the increase in cost of living for above period as 44 per cent.

In *Moody's Magazine* for November, 1906, appears the following paragraph:—

'With the cost of living at the highest point for 25 years and rising rapidly, it is only fair that labour should receive a share of the present unprecedented prosperity.

'Whatever may be the result of the upward movement of prices and wages, together with the attendant insufficiency in the supply of labour of all kinds, it is undoubtedly true that the crest of the wave of prosperity has not yet been reached, and that the full report of the advance in wages has yet to be written.'

Conditions governing superannuation, hours of work, sick leave and annual leave in the under-mentioned countries, as shown in the report of the Civil Service Commission of the United States, 1894, Theodore Roosevelt, Commissioner:—

West Australia.—Pensions same as under Home Government. Hours of work, 7 per day. Amount of annual leave with pay, 6 weeks. Sick leave not limited.

Austria-Hungary.—Pension grades: 10 years, one-third active salary; 15 years, three-eights, up to 40, when pension is full salary. Hours of work, 9. Annual leave with pay, 3 to 6 weeks. Sick leave with pay, 1 year.

Brazil.—Pension, after 30 years' service, full pay; an employee may also retire after 10 years with proportional allowance. Hours of work, 5. Annual leave with pay, 15 days. Sick leave, 6 months full and 6 months half pay.

France.—Pension one-sixtieth part of salary multiplied by total number of years' service. Hours of work, 7. Annual leave with pay, 15 to 30 days. Sick leave, 3 months full and 3 months half pay.

Great Britain.—Pension, forty-sixtieths of actual pay. Hours of work, 7 to 8. Annual leave with pay, 14 to 48 days. Sick leave, 6 months full pay and 6 months half pay.

Holland.—Pensions, one-sixtieth of average annual salary, computed on last three years of service. Hours of work, 5 to 8. Annual leave with pay, 2 to 4 four weeks. Sick leave pay not limited.

Japan.—Pension right to retire after 15 years' service on one-fourth of annual salary; additional amount for each year up to the age of 60. Hours of work, 8. Annual leave with pay, 36 days. Sick leave 90 days full pay, 45 days half pay.

Prussia.—Pension up to three-fourths of active salary. Hours of work, 7 to 8. Annual leave with pay, 1 to 4 weeks. Sick pay leave, up to 2 years.

United States.—1907, Keep Commission report favourable to adoption of pension. Hours of work, 8. Annual leave with pay, 13 to 30 days. Sick leave with pay, 30 days, which may be, under exceptional circumstances, extended to 60 days.

Russia. Pension, half pension on 25 years' service, full pension on 35 years' service; pension right extended to wife and family. Hours of work, 6. Annual leave with pay, one month under conditions. Sick pay, 4 months to 1 year.

SESSIONAL PAPER No. 29a

Statement showing Conditions governing the Civil Service in the several Provinces of the Dominion as to Sick Leave.

Alberta.—Sick leave with pay each year discretionary.

Saskatchewan.—Section 28, chapter 5, 1906: The head of a department may (in case of illness or other pressing necessity) grant extended leave, not exceeding 12 months, and on such terms as the Lieutenant Governor in Council may think fit.

Manitoba.—That no definite amount of sick leave is allowed each year. I do not know of any civil servant being deducted salary while absent through sickness, notwithstanding the length of that sickness.

Ontario.—Section 26 of the Act respecting the Public Service of Ontario provides that in case of illness or other pressing necessity, extended leave of absence not exceeding 12 months, may be granted on such terms as the Lieutenant Governor in Council may think fit.

Quebec.—The Attorney General is of the opinion that there is no statute law relating to the question submitted. (Through other sources we are informed sick pay is allowed up to one year.)

Nova Scotia.—No regulation respecting the annual leave or sick leave allowed each year with pay to civil servants. However, it is customary to allow a vacation of two weeks.

New Brunswick.—Amount of sick leave allowed each year with pay, 2 to 3 months, but no set time fixed.

Prince Edward Island.—No law or fixed rules regulating sick leave; given according to circumstances. Three or 4 months has lately been granted.

Statement showing Conditions of Pay governing the Police Forces of the undermentioned Cities of the Dominion of Canada.

Victoria, B.C.—Minimum salary, $720; after 12 months, $810. J. M. Langley, chief constable.

Vancouver, B.C.—Minimum salary, $720; after 3 years, $840. C. Chisholm, chief police.

Winnipeg, Man.—Minimum salary, $720; second year, $840; third year and thereafter, $960.

London, Ont.—Minimum salary, $600; after 3 years, $850. W. T. P. Williams, chief constable.

Hamilton,. Minimum salary, $641.65; after 1 year, $762.82; after 6 years, $797.50. Alex. Smith, chief constable.

Toronto.—Minimum salary, $700; after 1 year, $800; after 5 years, $900. H. J. Grasett, chief constable.

Statement showing Conditions of Pay governing the Fire Brigades in the undermentioned Cities of the Dominion of Canada.

Victoria, B.C.—Minimum salary, $660; maximum, $840.

Vancouver, B.C.—Minimum salary, $648; after 2 years, $880. Norman Lee, Sec. Vancouver Fire Department.

Winnipeg.—Minimum salary, $720; after 3 years, $990. J. E. Buchanan, Chief of Fire Department.

London.—Minimum salary, $511; after 2 years, $650.

Hamilton.—Minimum salary, $480; maximum, $720; time to reach maximum, 4 years. A. B. TenEyck, Chief Fire Department.

Toronto.—Minimum salary, $450; maximum, $850; time to reach maximum, 5 years. E. Coatsworth, Mayor.

Statement showing Population, Number of Carriers on City Delivery, Number of Deliveries with Population served by each Carrier, and Number of Population to each single Delivery...Official information, October, 1906.

Montreal.—Population, 502,000; carriers on city delivery, 125; two deliveries, 15 men; three, 21; four, 61; five, 10; six, 18. One carrier to 4,016 of population; one delivery to 1,014 of population.

Toronto.—Population, 300,000; carriers on city delivery, 130; two deliveries, 3; three, 87; four 10; six, 30; one carrier to 2,307 of population; one delivery to 616 of population.

Winnipeg.—Population, 100,000; carriers on city delivery, 53; two deliveries, 42; three deliveries, 3; five deliveries, 8; one carrier to 1,886 of population; one delivery to 952 of population.

Hamilton.—Population, 65,000; carriers on city delivery, 35; two deliveries, 6 three, 23; four, 6; one carrier to 1,857 of population; one delivery to 695 of population.

Ottawa.—Population, 67,000; carriers on city delivery, 37; two deliveries, 7 three, 30; one carrier to 1,811 of population; one delivery to 644 of population.

London.—Population, 45,000; carriers on city delivery, 26; two deliveries, 20 three deliveries, 6; one carrier to 1,731 of population; one delivery to 776 of population.

St. John.—Population, 50,000; carriers on city delivery, 24; two deliveries, 24; one carrier to 2,084 of population; one delivery to 1,042 population.

Vancouver.—Population, 50,000; carriers on city delivery, 23; two deliveries, 17; three, 6; one carrier to 2,174 of population; one delivery to 961 of population.

Victoria.—Population, 28,000; carriers on city delivery, 12; two deliveries, 12; one carrier to 2,333 of population; one delivery to 961 of population.

UNITED STATES OFFICIAL INFORMATION, SEPTEMBER, 1906.

Statement Showing Population, Number of Carriers of City Delivery, with Number of Population to each Carrier, also Number of Population to each Single Delivery.

Detroit, Mich.—Population, 400,000; carriers on city delivery, 247; men on two deliveries, 127; three, 48; four, 7; five, 35; one carrier to 1,836 of population; one delivery to 603 of population.

Cleveland, Ohio.—Population, 480,000; carriers on city delivery, 274; men on two deliveries, 200; three, 15; four, 13; five, 46; one carrier to 1,752 of population; one delivery to 660 of population.

Washington, D.C.—Population, 320,000; carriers on city delivery, 212 men; on two deliveries, 38; three, 141; four, 29; six, 4; one carrier to 1,509 of population one delivery to 594 of population.

Buffalo, N.Y.—Population, 390,000; carriers on city delivery, 242 men; two deliveries, 59; three, 130; four, 25; five, 26; one carrier to 1,611 of population; one delivery to 528 of population.

Rochester, N.Y.—Population, 186,666; carriers on city delivery, 116 men; two deliveries, 80; three, 16; four, 20; one carrier to 1,609 of population; one delivery to 648 of population.

Oswego, N.Y.—Population, 23,000; carriers on city delivery, 13 men; two deliveries, 2; three, 11; one carrier to 1,769 of population; one delivery to 622 of population.

Bay City, Mich.—Population, 48,000; carriers on city delivery, 27 men; two deliveries, 20; three, 2; four, 5; one carrier to 1,777 of population; one delivery to 727 of population.

Duluth, Minn.—Population, 70,000; carriers on city delivery, 36 men; two deliveries, 22; three, 2; four, 2; five, 10; one carrier to 1,944 of population; one delivery to 647 population.

Grand Rapids, Mich.—Population, 117,000; carriers on city delivery, 75 men; two deliveries, 47; three, 4; four, 16; five, 7; six, 1; one carrier to 1,894 of population; one delivery to 554 of population.

Quincy, Ill.—Population, 40,000; carriers on city delivery, 26 men; two deliveries, 14; three, 3; four, 6; five, 2; six, 1; one carrier to 1,538 of population; one delivery to 519 of population.

Concord, N.H.—Population, 21,000; carriers on city delivery, 16 men; three deliveries, 13; six, 3; one carrier to 1,311 of population; one delivery to 369 of population.

Troy, N.Y.—Population, 76,589; carriers on city delivery, 40 men; two deliveries, 18; three, 4; four, 18; one carrier to 1,915 of population; one delivery to 638 of population.

Cincinnati, O.—Population, 475,000; carriers on city delivery, 280 men; two deliveries, 94; three, 43; four, 68; five, 19; six, 56; one carrier to 1,836 of population; one delivery to 461 of population.

R. GUY, *Pres.*
A. McMORDIE, *Sec.*

SUPPLEMENTARY MEMORIAL FROM THE FEDERATED ASSOCIATION OF LETTER CARRIERS, DOMINION OF CANADA.

To the Honourable the Royal Commissions, Civil Service of Canada.

GENTLEMEN,—The Letter Carriers' Association desires to submit for your consideration the following observations in addition to their evidence given at Toronto, September 25, 1907 :—

(*a*) That no other country pays its servants on a per diem basis (South Australia excepted).

(*b*) That the system is vicious in the extreme as when a man enters the service of his country he gives up all his rights and privileges whereby he may better his condition in competition with his fellows to the Government. 'Such being the case' it is the duty of the Government who has a monopoly of his services to so remunerate him that he can safely rely upon at least the means of subsistence 'Sick or Well' while in their employ.

(*c*) The present scheme in the opinion of the letter carriers never has worked satisfactorily and it is not possible to make it so, owing to the fact that so long as one class of employees are discriminated against in contra-distinction to other classes in the service ; first, in the matter of payment of salary; second, loss of sick pay, and third, curtailment of holidays, dissatisfaction and agitation is the result, and till the injustice is removed, and the service treated in all respects on a basis of equality on the above, dissatisfaction is bound to grow on what the staff considers to be grounds for agitation.

The bonusing system is vicious in principle, in that it permits heads of departments to lay hardships on the individual by not being recommended for the bonus,

and sick pay, while it permits those of more recent appointment to receive theirs through political influence.

(*e*) That it is an injustice to a man who has given the best part of his life to the service and because he may be unfit to be classed in a higher grade. To be degraded in place of being superannuated, thereby compelling him to drag out a miserable existence.

(*f*) That under the present system a man may be absent through sickness for any length of time receive no pay, and the Government is under no obligation to superannuate.

(*g*) We therefore ask that a more liberal legislation be enacted embodying our contention and so doing away with the dissatisfaction that prevails at present and which cannot be for the best interests of the service.

1. We therefore request that carriers be placed on precisely the same footing as third-class clerks as to compensation and promotion.

2. All promotions should be on efficiency and merit, and a positive method of recording the efficiency of carriers and clerks devised, such records to be open to inspection by the employees concerned.

3. That eight hours be defined as a day's work.

4. That a more liberal scheme of superannuation be enacted.

5. That a carrier have the option of retiring upon his superannuation at the expiration of twenty-five years' service.

6. That the annual holidays be increased to thirty days.

7. That an increase in salary be granted, commensurate with the increased cost of living.

(Signed) R. GUY, *President.*
A. McMORDIE, *Secretary.*

Mr. R. GUY, President of the Federated Association of Letter Carriers, called, sworn and examined:—

The WITNESS.—I beg to hand in a memorial to the Commission.

(Statement read and marked as exhibit .)

By the Chairman:

Q. Do you desire to add anything to what has been set forth in your statement? —A. We believe we can substantiate every word that we have set forth in our memorial. We would ask especially to be placed on a yearly basis of salary with some definite scheme of promotion so that it will inspire us to do better work in our several offices. I believe it is in the best interests of the department to do that. I have noticed in my experience in the post office that many carriers have been called upon to do clerical work. I might say that in the Hamilton office we have some times as many as four or five doing clerical work and yet receiving letter carriers' pay.

Q. And also deprived of their privileges?—A. Yes, sir. I cannot understand why that should be. You have given me the opportunity to stand before you and speak my mind, and I am very pleased to have that opportunity. I want to say that politics in the Civil Service of the Dominion of Canada is the curse to-day. If the Civil Service could be rid of the political system that exists, and that remark is applicable to both sides, you would build up a service that would be a credit to this young nation of ours. At the present time the foundation is not right; you are building on sand. Give the young men of Canada a chance to go into the post office and aspire to higher

positions, and not hold them back, and I believe you would have as clever a class of men to select from as is to be found on the North American continent. As it is now the letter carriers are held back and there is no chance of promotion. We can see ahead to say a salary of only six or seven hundred dollars a year. We must accept that or get out; that is all I can see to it. A great many young men from one end of the country to the other are going into other walks of life and are doing better. I believe it is in the best interests of the Civil Service that there should be some scheme of promotion whereby we can aspire to something worth while and get to the top of the ladder if we have the ability to get there. Thank you, gentlemen, for your kindness in giving me a hearing.

Q. You stated that it is desirable to have some inspiration in order to do your work. Surely you do your work as a matter of duty and conscience at present?—A. Yes, sir, it is a matter of duty and conscience to do letter carriers' work and it is a matter of duty and conscience to do the work of the higher grades as well.

Q. Exactly, but you talk as if it required some inspiration to do your duty, your daily round?—A. I did not mean that exactly.

Q. The Commissioners do not think that, and I asked you the question in order to make the point clear?—A. As long as I am a letter carrier I am going to do my duty to the best of my ability and the best I know how.

Q. You have brought up a subject which was not referred to in your memorial. Are there many letter carriers leaving the service now?—A. We have had, I think, five young men in Hamilton who have done so. I think I can safely say the young men referred to would have made excellent carriers. They only stayed a few months, and having sized up the situation, went back to the old employment again, thinking that it offered better chances of success than the public service. I might mention the case of two young men particularly. Mr. Stapleton was a very faithful carrier and would have made a good man but could not see anything to look forward to in the public service and he quit. So also did another young man, Mr. Dey, and Mr. Patterson, and we have another young man in at present.

Q. I suppose that also applies to Toronto; the younger men are leaving?

Mr. McMordie.—I think with the younger men it is just the same.

Witness retired.

To the Honourable the Royal Commission now investigating conditions as they exist in the Civil Service of Canada.

Gentlemen,—The letter carriers of the city of Hamilton wish to thank you for extending the scope of your inquiry to the outside service, and respectfully submit the following for your consideration :—

That the remuneration now paid letter carriers is entirely inadequate to meet the demands made upon us on account of greatly increased cost of living in the different cities, brought about by the great influx of settlers, and the unprecedented wave of prosperity that our country has been enjoying for the last number of years. While we as Civil Servants are gratified to note the strides our country is making, yet we as a class feel that we are not sharing in that prosperity, as our salaries have remained practically stationary for the last twenty-five years.

Regarding the laborious nature of our work, we would say, that through the great influx of population to our city, and the ever increasing volume of mail matter being received, not enough men being added to our staff to meet the ever changing conditions, that the life of a letter carrier, be he ever so robust, cannot hope to stand the present strain mentally and physicially for any great length of time.

We would, therefore, respectfully request of you to recommend a redress of grievances, herein stated, also a definite scheme of promotion for letter carriers, with a

maximum salary and status equal to that of a senior third-class clerk (*i.e.*, a salary of $900 per year as a maximum), they being eligible to attain higher positions on showing ability and being able to pass examinations prescribed by the department to perform such duties.

We do not deem it necessary to deal at any great length with proof of increased cost of living, only to say, that the cost of living has easily doubled since the Carriers' System was established. We maintain that the purchasing power of $900 to-day is no greater than $600 was twenty-five years ago. But we feel sure that from your personal observations, you are aware of the fact, that all classes from the lowest labourer to the most skilled mechanic, from one end of the Dominion to the other, have been advanced in wages from year to year. Our legislators, both Dominion and Provincial, have had their sessional indemnities increased very substantially, the reason set forth being increased cost of living,—yet the letter carrier's salary has remained stationary.

In conclusion, in our humble opinion it would be in the best interests of the Public Service to grant the letter carriers a substantial increase, as it would be an inducement to a class of men to enter the service who under present conditions would not accept it, as they can do better elsewhere.

On behalf of the letter carriers of Hamilton.

Respectfully submitted,

(Signed) ROBT. M. GUY,
EDWARD RALSTON.

Mr. M. M. EMPEY, called and sworn, and examined.

By the Chairman :

Q. Have you anything to say to the Commission?—A. I beg to submit the memorial of the London Association of Letter Carriers. (Statement read and marked exhibit.)

Q. Have you anything, beyond what is contained in your memorial, to say as to the local circumstances ?—A. Nothing, Mr. Chairman. I think what has been said covers practically the ground in regard to the cost of living, superannuation, and so on.

Q. And as to the day's work and all that?—A. As to the day's work and all that, Mr. Chairman.

The CHAIRMAN.—Well, gentlemen, we are very much obliged to you for coming here and if, on thinking the matter over amongst yourselves, you find that anything has been omitted or overlooked that might strengthen your case we will be very glad to receive a supplementary memorandum.

Mr. GUY.—We thank you for the kind manner in which we have been received and we hope that the petitions and memorials which have been placed before you in our behalf will receive your kind consideration.

MEMORIAL OF THE LONDON ASSOCIATION OF LETTER CARRIERS.

To the Honourable the Royal Commission, appointed to inquire into the Condition of Employment and Remuneration, of the Inside Civil Service of Canada.

GENTLEMEN,—When a letter carrier enters the service at the present time, he may be given to understand, by those in authority, perhaps by his friends who secured his appointment, that promotions would be made from the outside service, and perhaps in a year or two he would stand for promotion. But such is not the case, a

l know that a man appointed a letter carrier remains one. The reason of this ause there is no definite scheme of promotion. There is nothing to spur him do his level best, whereas, if there was a scheme adopted by the department for romotion of a carrier, he would look forward to the time, if he gave efficient e, to a position of importance and responsibility.

Seniority, we think, should have the preference, and if a man fails in his examin- along the line of promotion laid down by the department, why the next senior should step in, and if he succeeds where the other failed, he should certainly be oted. It is only along such lines that the department can ever hope to have t class civil service.

What the service needs is a definite scheme of promotion, that can be held out n inducement to a carrier, when he enters the service. Unless you can give n positive assurance that faithful and efficient work will win for him, in due n, a material advance, over the low salaries paid at the outset, it will be impossi- o obtain the high grade employees, needed to handle our postal business, in the nt manner desired.

The question of compensation should be settled in such a manner, as will attract e service, thoroughly competent men, and with this object in view, there should definite system of promotion for the carrier as well as the clerk.

t should be an easy matter to assign a clerk to a carrier's duties, or a carrier to k's duties, and to place them in such a manner as will be most advantageous to lepartment. But before this can be done, the unfortunate barrier that now between carriers and clerks must be broken down, by placing these two classes nployees on an equal salary basis.

The Post Office Act as it affects the Letter Carriers.

Grade "A"—We understand a probation period of six months at $1.25 per day.
Grade "B"—On appointment being confirmed $1.50 per day for a period of two or $469.50 per year.
Grade "C"—At the expiration of two years $1.75 per day or $547.75 per year.
Grade "D"—At the end of two more years $2.00 per day or $626.00 per year.
Grade "E"—There is no specified time between Grades "D" and "E." They advance you to grade "E" in a very short time, say three or four months. You have the maximum salary, $2.25 per day or $704.25 per year.

You can see at a glance, it takes a man entering the service, almost seven years each the maximum salary. Grade "A" gives him only $391.25 per year. If we are live respectable, educate our families, dress as ordinary people do and give our erent churches a farthing or two, for support, how in the name of heaven, is a n going to do this on $391.25 per year.

If he is ill, his pay is withheld, when of all times he should receive it, in order neet his doctor's bill and other current expenses. And besides this, the department es a grave error when they withhold one man's pay during illness and grant pay nother man, when the Act reads "All pay will be withheld during illness." If the pplies to one man on the carriers' staff, that his pay is to be withheld, it certainly d apply to all, irrespective of any pull or favour shown.

n the year 1896 house rent in London, for the ordinary cottage, was $6.50 per or $78 per year.

the year 1907 the same cottage rents, in the city of London, for $11 per month, per year. This is a difference of $54 in house rent.

1896 pork sold on the London market for $4.25 per cwt.

1907 pork sells for $9.25 and $9.50 per cwt., a difference of $5 per cwt.

1896 good round steak sold for 8 cents per lb. Porterhouse at 10 cents per lb.

In 1907 round steak is 15 cents per lb. Porterhouse is 18 cents. This is a difference of 7 and 8 cents per lb.

In 1896 flour sold for $2 per cwt.

In 1907 flour sells for $2.40 per cwt. This is a difference of 40 cents per cwt.

In 1896 butter sold for 15 cents single pound or 2 lbs. of butter for 25 cents.

In 1907 butter is selling at 25 cents per lb. This is a difference of 13 cents per lb.

In 1896 eggs sold for 10 or 12 cents per dozen.

In 1907 eggs sell for 20 and 22 cents per dozen, a difference of 10 and 11 cents per dozen.

In 1896 potatoes sold for 25 cents and 35 cents per bag.

In 1907 potatoes are selling for $1 per bag, a difference of 75 cents for a bushel and a half of potatoes.

In 1896 sugar sold for 25 lbs. for $1.

In 1907 sugar sells, 18 lbs. for $1. Difference, 7 lbs. less of sugar for $1.

In 1896 wood sold on the London market for $6.40 per cord.

In 1907 wood sells for $8.60 per cord. Difference, $2.20 per cord.

In 1896 coal sold on the London market for $5.50 and $6 per ton.

In 1907 coal sells for $7.50 per ton. Difference, $2 and $1.50 per ton.

Letter Carriers Retiring.

We would advise the Commission to recommend to the Government, the strong desirability of granting the carriers the privilege of retiring, after twenty-five years of service, upon his superannuation or retirement allowance.

Letter Carriers' Holidays.

We would also strongly advise the Commission, that it is extremely desirable, on account of the arduous duties imposed on the carriers, that holidays of thirty days duration be granted him, every year. Give him time to fully recuperate his strength and he will give the department better service and amply repay them during the year.

Letter Carriers' Uniforms and Footwear.

That in the matter of all uniforms and footwear, we would advise that the carriers be placed in control of all moneys for that purpose.

We think it would greatly simplify this part of the department's control, by placing all orders for our clothing and footwear locally; thereby enabling every carrier to leave his measure once every year for his uniform and footwear. As the matter now rests, it is almost impossible to procure a proper fit, and the majority of times we are never consulted in regard to our clothing, as to fit and workmanship, and in this regard our case is simply deplorable, and should be placed in a more satisfactory manner by the department.

These are the views we humbly place before you; these are the main items which we have mentioned. There are other things in proportion, and it would be next to impossible to enumerate them here, suffice it to say, everything has advanced from 45 to 50 per cent, and our wages have failed to correspondingly increase with the bare necessities of life.

On behalf of the London letter carriers,

(Signed) W. M. EMPEY,
Recording Secretary.

SESSIONAL PAPER No. 29a

LONDON, October 10, 1907.

To MR. T. S. HOWE,
Ottawa.

SIR,—May it please you to lay the inclosed memorial from those letter carriers who do not belong to Federated Association of Letter Carriers or local organizations.

I was appointed to meet the Civil Service Commission should they come to London, therefore I take this liberty of forwarding this memorial.

Will gladly give reasons why we were not represented by delegate at Toronto, if required to do so.

Hoping, sir, you will lay this memorial before the Civil Service Commission.

I remain,
Respectfully yours,
(Signed) ROBT. A. LOCKER,
Letter carrier, P.O. Dept., Ottawa.

LONDON, August 25th, 1907.

To CIVIL SERVICE COMMISSION.

HONOURABLE GENTLEMEN,—May it please you to consider a memorial from the letter carriers who do not belong to the Federated Letter Carriers Association or any local association.

During the years 1906-07, we made exhaustive inquiries among the letter carriers, and after due consideration have drawn these inferences, which we are sure will give entire satisfaction. By referring Honourable Gentlemen's attention to Civil Service List of Canada 1903, page 238, chapter 28; an Act to amend the Post Office Act, assented to 15th May, 1903, Sessional Paper No. 30.

This Act to remain precisely as it reads, with a few amendments:

Pay Per Day.

Section 3 amended to read: the salaries of those in Grade "A" shall be at the rate of $1.75 per day; of those in Grade "B" at the rate of $2.00 per day; of those in Grade "C" at the rate of $2.25 per day; of those in Grade "D" $2.50 per day; of those in Grade "E" at the rate of $2.75 per day.

Annual Levae of Absence.

Section 7 amended to read "every person mentioned in Section 1, shall be entitled each year to 22 days leave of absence with pay."

Additional Leave or Bonus.

That part of Section 7, from "He————bonus," referring to additional leave or bonus, be struck out.

Reduction in Grade.

Paragraph 2, section 4, be struck out.

Additional leave or bonus is now under full control of the postmaster. A register is kept of errors and irregularities and reference is made to this record when dealing with the question of granting our yearly bonus or promotion to next higher grade. We recommend suspension and an investigation in case of inefficient or unsatisfactory service or conduct. We also submit for your due consideration the most reasonable request 'that we be paid for sickness and when legally quarantined.'

Salary of Superintendent

Superintendent of letter carriers to be placed on same basis as second class clerks.

Superannuation.

A Civil Service Superannuation Act in lieu of the Civil Service Retirement Act of 1898. All letter carriers now under Civil Service Retirement Act to be refunded the amount at his credit in the Civil Service Retiring Fund. Superannuation under new legislation to begin from 1st July, 1907.

Cost of Living.

Honourable Gentlemen, *re* increased cost of living which has been general. Evidently cost of living has increased and is increasing in all civilized lands. It is due principally, no doubt, to world-wide prosperity. Living costs more, partly because people wish to live better, but, mainly because prices for various reasons have been materially advanced. Especially so in rents, fuel, provisions and clothing. Probably the cause of high prices having the widest application is the vast increase in the supply and the resulting depreciation in the value of gold.

Next in order may be suggested the prosperity which an abundance of good money has fostered.

Thirdly, combinations great and small have taken advantage of these conditions. Charging what the traffic will bear is a principle of wide application. It obtains all over the world. It thrives upon the complacency of mankind. It is a great inflationist. The high cost of living is largely due to inflation of this kind and description.

If gold is cheaper and other commodities are higher, wages, incomes must increase correspondingly or the pinch cannot fail to lead to discontent.

The wage-earner who does not participate in this prosperity, whose earnings are fixed, and whose expenditures cannot be curtailed, must bear the brunt of important appreciation in the prices of commodities by retrenchment which must inevitably produce discontent.

General Increase of Wages.

Honourable Gentlemen, by referring you to the census as taken by a committee appointed on the advice and consent of the House of Commons from 1900-05, all wages of mechanics and all wage-earners had generally increased throughout Canada of about thirty per cent.

Strike Statement of the Bureau of Labour.

Honourable Gentlemen, by referring you to the Strike Statement of the Bureau of Labour which has issued a summary statement of its report devoted to labour troubles, and while it is not easy to interpret much of the mass of statistics presented, some of the facts may prove interesting. The causes of strikes are thus classified: For increase of wages; against reduction of wages; for reduced hours. The strikes most successful were those for higher wages and against reduction in wages.

Stated Salary by Legislation.

Honourable Gentlemen, you will readily understand a letter carrier on a stated salary, ruled by legislation, can only be helped to meet this enormous increase in cost of living by an increase in wages by legislation.

SESSIONAL PAPER No. 29a

Honourable Gentlemen, we humbly ask you to place a full commercial value on our class of work, hoping, Honourable Gentlemen, this memorial will receive your consideration.

I remain, respectfully yours,

Signed, ROBERT A. LOCKER,

London, Ont.

Mr. L. E. MANHARD.—May I submit a statement, Mr. Chairman, as to the cost of living and hours of work ?

THE CHAIRMAN.—Certainly.

THE WITNESS.—You have have had a memorial from the Federated Association of Letter Carriers and the one I desire to submit is the same up to the point of the cost of living as the other.

The CHAIRMAN.—It can be filed as an exhibit with the other one.

THE WITNESS.—I have already given you statistice in regard to house rent and I have here other data with regards to the walks in the city, and the hours of labour. For instance, he is Alexander Fleming, Station C, who works eleven hours, five minutes per day—

THE CHAIRMAN.—I think you had better file this statement with the Commission. It will receive every consideration.

The statement filed and marked exhibit.

THE WITNESS. I have something also in regard to the cost of living.

THE CHAIRMAN.—I do not think you need go into that. We have received considerable information on that point applicable to the whole of the Dominion.

THE WITNESS.—I have two items in regard to the price of potatoes and such like as we find it here.

THE CHAIRMAN.—You can embody that in a supplementary memo.

THE WITNESS.—Thank you, and in regard to coal as well.

THE CHAIRMAN.—Certainly in it anything you desire to strengthen your case we will be very glad to receive from you.

By Mr. Fyshe :

Q. Have you made any investigation as to the real cost of the uniforms you are wearing?—A. No, sir. I did not think that was within our jurisdiction to inquire into that business.

Q. Do you know what the government pays for the uniforms?—A. I do not know, sir. We know that we get a very shabby material as well as fit.

Q. The uniforms do not wear respectably to the end of the period for which they are intended?—A. No, sir, they do not. Mr. Jamieson, of the city of Toronto, was making the clothing and supplying the material, but the Government had to take the contract away and supply the material themselves in order to get anything like what was required to stand the wear and tear during the duration of the uniform.

THE CHAIRMAN.—We will be very glad if you will send in to us anything of a supplementary character that you deem necessary for the strengthening of your case.

Witness retired.

MEMORIAL OF THE LETTER CARRIERS OF THE CITY OF TORONTO AND PROVINCE OF ONTARIO.

To the Honourable, the Royal Commission appointed to inquire into the conditions of employment, and remuneration of the Civil Service of Canada.

This is a lengthy memorial, but as it is in almost every respect the same as submitted by the Federated Association the main part is omitted.

We also beg to make a statement regarding hours of labour.

Alex. Fleming, Sta. C. 11 hours 5 minutes per day, at an 8 hour day he works 120¼ days per year without pay.

Isaiah Delong, Sta. G. 9 hours 44 minutes per day. Works 67 days, 5 hours, 40 minutes without pay.

R. H. Cox, H.O., 9 hours, 38 minutes per day; works 59 days.

A. H. Round, H.O., 9.25 per day, works 55 days.

P. J. Murphy, H.O., 9 hours, 5 minutes per day; works 42¼ days.

S. J. Rich, H.O., 9.02 per day; works 39 days.

D. Horvell, Sta. G. 9.35; works 61¾ days.

D. B. Barnhardt, Sta. C. 10.45; 913 places of delivery; works 87 3-8 days per year without pay.

August, 29th, 1907.

E. COATSWORTH, ESQ.,
MAYOR.

DEAR SIR,—I duly received your Worship's letter of the 20th inst., forwarding a communication from the Secretary of the Federated Association of Letter Carriers asking for information respecting certain civic salaries in 1897 and 1907. It was necessary for me to write to different departments for particulars, and the same having come to hand I transmit them, as follows:—

POLICE CONSTABLES.

	1897.	1907.
1st Class Constables, per day	$2 00	$2 46
2nd Class Constables, per day	1 75	2 19
3rd Class Constables, per day	1 50	1 91
4th Class Constables, per day	1 30	Abolished

FIREMEN.

1st Year Men, per annum	$400	$450
2nd Year Men, per annum	500	550
3rd Year Men, per annum	550	650
4th Year Men, per annum	600	750
5th Year, and thereafter, per annum	675	850

WORKS DEPARTMENT.

Street repair men, per hour	17c.	22 2-9c.

STREET CLEANING AND SCAVENGING.

	1897.	1907.
Labourers, per hour	15c.	$2.00 per day of nine
Drivers, per hour	17c.	hours, the rate per
Senior drivers,	18½c.	hour being thus about 22½ cents.

Herewith I return the letter of the Secretary of the Letter Carrier's Association.

Yours faithfully,

(Signed) R. T. COADY,
Treasurer.

SESSIONAL PAPER No. 29a

Division No. 113 of the Amalgamated Association of Street and Electric Railway Employees of America.

TORONTO, August 27, 1907.

Mr. W. J. MANKEY,
SECRETARY POSTMEN.

DEAR SIR,—The wages we have received for the past ten years are as follows:—

1897.....15 cents per hour 1st year 16½ cents per hour thereafter
1902.....18 " 20 "
1903.....18 " 20 "
and free uniform added.
1904.....18c. 1st year, 20c. 2nd year, 21½c. thereafter and uniform
1907.....20 " 22 " 23½ "
A raise in the 10 years of about 7 cents per hour.

(Signed) W. D. ROBBINS,
Secretary.

Canadian Pacific Railway Company's Telegraph.

FROM WINNIPEG, Man. 23rd, 1907.

To A. MCMORDIE,
420 Gladstone Ave.

Meeting held resolution passed that you represent us before Civil Service Commission.

Signed,
Winnipeg Letter Carriers.

Mr. E. ROLSTON, Hamilton: May I submit a few words from Hamilton?

THE CHAIRMAN: Certainly.

Mr. E. ROLSTON, sworn and examined.

By the Chairman:

Q. What have you to say?—A. I am present, in conjunction with Mr. Guy, as one of the letter carriers under the old Bill that did not take up the new Bill. The Hamilton letter carriers in that position have asked me to come down and request you gentlemen for goodness sake to give us some redress, because we simply cannot live on $49 a month and raise our families, and clothe and educate our children properly. Speaking personally, Mr. Chairman, I have been unfortunate, three years ago, to lose my wife. She left me with two children. I could not afford to get a housekeeper on my salary and, therefore, I had to break up house. I sold my furniture and was boarding. I am paying now $9.50 a week for board for myself and two children and if I had not been staying with my sister I would not have got it as reasonably as that. Now to clothe and educate my two children in any way at all I consider I cannot do it on my present salary; I am going behind hand all the time. I have been in the service close upon twenty years and I am not a bit further ahead than when I first started. There are twelve of us in that never took up the new Bill; we are still under the old Bill. When the new Bill came into force we did not think it altogether right to give up the privileges we had enjoyed under the old Act, such as sick pay and the like of that. We thought it was too late in life for us to accept the new Bill and to give up those privileges we had enjoyed. We worked for a small salary when we first joined the service on account of the understanding that one of the privileges that we

were to have was sick pay. I was deputed to come down and lay before your ho able body and ask you to try and do something for those of us who are under th Act. Give us more pay. We are surely faithful servants. We would not have as long in the service as we have been if it were not so, and really under the adv cost of living we cannot exist as things are at present.

Witness retired.

Mr. L. E. MANHARD: May I read details showing what it costs one man to

THE CHAIRMAN : Certainly.

Mr. MANHARD : (Reads) " Correct average, cost per month for family of fo

Groceries	$11 37
Meat	5 64
Milk	1 00
Butter	1 12
Insurance	2 50
Equal to rent	20 00
Gas	1 25
Coal and wood	4 50
Newspapers	25
	$47 63

The man referred to in this statement is Mr. James Gazey, of 77 Shaw st The statement means that his income is $48.25 per month and he pays $47.63, including anything for clothing, boots, etc., living expenses. It leaves a balanc 62 cents out of which to procure clothing and boots and meet sundry expenses.

Mr. ROLSTON.— And to provide for sickness.

THE WITNESS. Yes, and to provide for sickness.

Mr. W. W. LEAK, Toronto, called, and sworn and examined.

By the Chairman :

Q. What have you to say ?—A. When I first came into office they sto the statutory increase and by and by the Government brought in a new Bill, Bill 106. When that Bill was brought in I was drawing as near as I can reme either $33 and something, or $35 and something, I would not be positive w amount it was. I read up the new Bill and I came to the conclusion that I woul very foolish to work for that $33 or $35 when I could get $52. So I accepted the Bill, but I am still under the Superannuation Act but not under the Retirement Unfortunately I have had some sickness in the last couple of years. Last July I laid up with a bad knee. The doctor said it was caused by excessive stair climl I was laid up for ten days and lost my pay for that time. Then I was laid up a bad attack of the grippe. My holidays, of course, had not come around so I my two weeks' holidays sick in bed and still lost three days and did not have a tion this year at all. Other men in the Toronto office who had been sick have rec their pay although they are under Bill No. 106. I spoke to our assistant superi dent last week about the matter and asked him how it was. He said 'it is a que of pull.' I asked if my record in the past had not been as good as that of the who had received sick pay and he said 'yes, and probably better.' Well, I told h did not think it was a square deal. I said I thought there were several men i office in the same position as I was; they have lost their pay and some have lost holidays. So it appears that unless a man can go outside and get a pull with a tician he must lose his pay and his holidays. I think those facts should be before the Commission.

THE CHAIRMAN.—I do not know anything about this case but upon returning to Ottawa I will take care to look into it. I should imagine that once in the service the same rules should govern all.

The WITNESS.—I think so, and I thought for that reason I would bring the matter to your attention.

Witness retired.

Mr. W. HAMMOND, Toronto, called, and sworn, and examined.

By the Chairman :

Q. Have you a statement to make to us ?—A. I am one of the poor unfortunates who are working under the new Bill. I was unfortunate a year ago to be sick for two weeks and my pay for that time was deducted. I also had the extreme misfortune a year ago to lose my poor old father. I asked permission to be off for three days and I had some difficulty in getting off, and my pay was deducted for that time also. When I approached Mr. Lemon about the fact he said 'it is very unusual for you to come here and ask for pay. We cannot help your father, or anybody else dying. You will get your pay for the time you work.' I thanked him kindly for his generosity. I think the practice of deducting a man's pay when he is sick should be looked into. There are some men who have got their pay when they were sick and other men such as myself who have not received one cent.

Q. How old are you?—A. Twenty-nine years of age.

Q. How long have you been in the service ?—A. Eight years.

By Mr. Fyshe:

Q. What salary are you getting now ?—A. $2.25 per day, with 5 per cent deducted.

By the Chairman :

Q. Why do you not leave the service?—A. Well, if any of you kind gentlemen can get anything for me in the shape of book-keeping or clerical work I would be most happy to receive it and be paid wages in accordance with my ability and to take the same pay if I am worth no more. I would be quite happy to receive any position I could in order to better myself. That is all I have to say.

Witness retired.

Mr. W. J. MANKEY, Toronto, called, and sworn, and examined.

By the Chairman:

Q. Do you wish to add anything to what has already been said?—A. I do not know that I have got much to state after all the gentlemen present have stated their case. I myself am under the old law for the simple reason that I could not see anything attractive in the new law. I have been in the service now close upon twenty-three years. I was asked whether I would not come in under the new Act. My answer was that I would not on account of the loss of pay through sickness, the loss of superannuation, and also the possibility of being degraded instead of graded as Bill 106 distinctly states that men can be moved either up or down. I thought that it would pay me to take my chances along with a number of others under the old law. At the same time, Mr. Chairman, it is a pretty hard thing to be working under a

salary that was adopted about thirty years ago. The conditions of thirty years ago do not compare in any shape or form with those of to-day. If six hundred dollars was enough at that time we should certainly be paid $1,000 to-day—that is living in the same way, dollar for dollar, as we did at that time. My reason for making the statement is that on the other side of the line letter carriers start at $600 and go up to $1,200, and living on the other side of the line is no dearer than it is here. We have statistics here to prove that it costs as much to live in the city of Toronto as it does in almost any city in the United States. There may be a slight difference in favour of New York, Chicago and Boston, but as a general rule it costs as much to live in the city of Toronto as it does over there, and if the United States can see its way clear to pay its letter carriers $1,200 a year, there is no reason why Canada cannot hold up its hand along with the best. I thank you, Mr. Chairman, for the kind hearing you have given me.

Witness retired.

Mr. G. ADAMS, called, sworn and examined.

By the Chairman:

Q. What do you desire to say to the commission?—A. I am one of the unfortunates who are under the old Act. It took me eleven years to reach $600, and I find myself to-day in just the same position as when I started. The reason why I did not take advantage of the new Act was simply because of the deduction when a man becomes sick. And in superannuation there is a chasm between the old Act and the new.

Q. You are pretty much in the same position as the gentlemen who have already spoken: you thought it better to submit to ills you knew of rather than to fly to others that you knew not of?—A. Just so. I think we ought to be entitled to at least $1,000 at the present time. I have a memorial here to present to you, but I think the points have been pretty well covered already. The memorial is from some of the men who are under the old Act.

The CHAIRMAN.—We will take your memorial and have it attached to the evidence. As I have said to the other gentlemen if there is anything further you desire to bring forward we will be very glad to receive it.

Mr. ROLSTON.—If we think of anything to supplement to what has been said to-day, we can forward it to you and it will receive due consideration?

The CHAIRMAN.—Certainly

TORONTO, ONT., September 25, 1907.

To the Honourable Royal Commission,
Civil Service,
Canada.

HON. SIRS,—Your petitioners are grateful for the opportunity afforded them by the appointment of a Royal Commission to investigate into the salary question, they being confident of fair treatment, and they beg respectfully to plead especially for carriers under the old Superannuation Act who, by faithful and long service, have proved themselves capable and efficient servants of the Civil Service. They who have struggled through the low scale of wages from $360 to $600 per annum, taking from eight to eleven years to reach the same, and have not received an increase of salary for about ten years. We, Hon. Sirs, find that we are in about the same position financially as when we received our first pay, owing to the advanced cost of living and house rent.

Your petitioners would respectfully draw the Hon. Commissioners' attention that for three years the statutory increase of letter carriers were withheld, and would respectfully petition your consideration for recommending that we receive the same. Also that considering the great advance in the cost of living we respectfully petition that you recommend us for a reasonable increase in our salary, so that we may be able to meet the demands on our purse for the necessaries of life. The cost of a workingman's home in Toronto to-day cannot be provisioned for less than one dollar per day. House rent from fifteen tc twenty dollars per month, which practically takes the whole of our salary, leaving nothing for clothing, sickness or any emergency. We present to your notice the following bodies who have been favourably dealt with, viz.: The civic employees; the Toronto fire brigade a few years ago received $675 per annum, now receive $850 per annum. The Toronto police were paid $730 per annum, to-day receive $900. We believe that every civic servant has received a substantial increase to meet the requirements of the time.

We respectfully submit a few figures to show the great advance of goods (retail) which men in our station of life cannot exist unless we provide:

1897.	Cents.	1907.	Cents.
Bread	7	Lighter weight	10
Butter, pound	12½	Butter, pound	30
Eggs, dozen	12	Eggs, dozen	25
Cheese, pound	10	Cheese, pound	16
Flour, per 100 pounds	1.90	Flour, per 100 pounds	3.00
Potatoes, per bag	50	Potatoes, per bag	90
Milk, per quart	5	Milk, per quart	7½
Lard, pound	9	Lard, pound	15
Steak, round, pound	10	Steak, pound	16
Lamb, pound	5	Lamb, pound	20
Pork chops, pound	10	Pork chops, pound	18
Coal, per ton	4.50	Coal, per ton	$7.25

Other commodities in proportion.

We beg most respectfully to suggest that the Superannuation Act be amended so that we be allowed to retire after twenty-five years' service. We thank you for the kind opportunity of presenting our case, and beg to say that we regret that owing to the fact of no provision being made in the new Act for sick allowance, for the time a carrier becomes unfit for duty till he is placed on the superannuation list, is the reason we did not accept the Act. We feel that we can fully trust our case in your hands, knowing it will receive your kind consideration.

Hon. Sirs, we remain,

Yours respectfully,

(Signed) W. H. BYTHELL,
C. G. ADAMS,
J. PHILLIPS.

TORONTO, September 25, 1907.

Mr. THOMAS BALL, Toronto, called and sworn and examined.

By the Chairman:

Q. What is your salary?—A. $2.25 per day.

Q. How long have you been in the service?—A. Eighteen years past.

Q. Like the letter carriers, you gentlemen of the mail transfer service wear a uniform?—A. Yes, sir.

Q. You go with the mail car to the station, do you?—A. Right to the station. We work with the railway mail service, and transfer mail from one car to the other.

Q. Like Mr. Ball, do you have one set of hours one week and another set of hours another week?—A. No, sir, I am on day duty.

Q. You do not take night duty every alternate week?—A. No, sir.

Q. You cannot leave a station whilst on duty?—A. Not during that time. If the trains are not in we have to wait for them.

Q. At what hour does the first train come in that you have to attend to?—A. The first train is at 7.30.

Q. And the last train?—A. Is due to leave at 11.30 and the next train arrives at 12.30, and by the time all the letters are sorted it is at least 6.30. That would be ten hours on a regular ordinary day, but at other times, especially during the winter months when trains are late, it is impossible to leave; the trains must be attended to.

Q. If the trains are late you may be on duty for twelve hours?—A. Yes, sir, about that.

Q. Is there anything else you wish to say?—A. I do not think there is anything else to supplement further than that I have stated my reasons for not accepting the new Act. My interpretation of that Act was that if there was any superannuation attached to it it would only qualify up to the time of the acceptance of the new Act and from that time on you would receive simply the retiring allowance. Now I consider that the position of transfer agent requires mental activity and requires very possibly the exercise of the man's own judgment in transferring and despatching the mails. You will understand that there is a schedule for all train connections but this schedule cannot always be worked out for the reason that trains being late calls for the mails to be despatched by another route. We have to exercise judgment in these matters and if we make mistakes we hear of it. If the mails are carried properly we have nothing said but on many occasions we have great difficulty in re-sorting mails so that they may reach their destination by the first train. We have to undergo an examination on train connections and our duties and the position at Hamilton previous to my appointment as day transfer agent was held by a mail clerk. At that time and for many years previously he received $800 for performing the duties. Now those duties have been doubled, the hours have been lengthened, and yet I do not receive even the salary that he received at that time.

Q. Did he perform the duties of railway mail clerk besides?—A. He performed the same duties which I am now discharging at the present time. In addition that I have to dispatch over 500 letters from the various mail services and put them on the proper train.

Q. There were not so many trains in those days when your predecessor was discharging the duties?—A. Not so many trains in those days.

Q. Did your predecessor in addition discharge the duties of a railway mail clerk?—A. No, sir, he did not do any work in connection with the railway mail service other than those performed by myself.

Q. What became of him?—A. He went from that position on to the road, and he is now superannuated.

Q. You have been transfer clerk for twenty-three years?—A. Yes, sir.

Q. Do you find that the work becomes monotonous?—A. I find it becomes greater hardship as the trains and the mails become more numerous. The mails have more than doubled, and while there has been no increase in salary the position has become a very important one. The superintendent of the department can easily verify the statement that the transfer of mails at this station is a very important position.

The CHAIRMAN.—Well, Mr. Harper, we are very glad to hear you, and, as I said to Mr. Ball, if there is anything of a supplemental character that you wish to add we will be very glad to receive it.

The WITNESS.—I am the only transfer agent, I believe, in our division that is under the old Bill. Of course, had I accepted the new Act as far as the salary was concerned——

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The CHAIRMAN.—I might say, Mr. Harper, that the circumstances on that point ave been fully set forth here, and we have heard some of the letter carriers who emained under the old Act rather than come in under the new. When we come to onsider the matter we will take up your case as well as the others. You say you are he only transfer agent in your division under the old Act?

The WITNESS.—To the best of my knowledge, I am the only transfer agent under he old Act, and I think that if the duties I performed ten or more years ago were orth $600, they should be worth $1,000 to-day; and that is not taking into considera- ion any extra labour I am called upon to perform.

Q. That is simply bearing in mind the increased cost of living?—A. The increased ost of living; and, as I say, that does not take into account the extra duties per- rmed.

Witness retired.

MEMORIAL.

o the Chairman and Members of Royal Commission *re* salaries:

HON. SIRS,—I hereby respectfully make application to your board for a recom- endation on an increase in salary.

I was appointed mail transfer agent at Hamilton station October 1, 1884, at a lary of $600, my present salary, enjoying the full privilege of superannuation.

An amendment to the Civil Service Act made provisions for an increase in salary, ut in order to accept this privilege it was necessary to surrender my rights to sick ay and full superannuation. To one who had rendered services to the department or so long a period this proved a very serious consideration, and more especially to e who is so cognizant to the many fatalities and mutilations which befall those mployed in connection with railway mail service, my duty calling me to continually nter and leave cars, very often while in motion, in order to make connections on a oment's notice, owing to the irregularity of train time. I did not surrender my laims under the old Act, fearing that at any moment I might meet with a mishap hich would unfit me for service, together with the fact that by my acceptance of the ew Bill I must assume the position of day pay, and should I, through sickness or ishap, be rendered unable for service I would not receive any pay. 'Good times' ave very much increased the cost of living in cities, rents have gone up in Hamilton emendously, more than doubled in some cases. All manner of food and every house- old necessity have been materially increased in price, so much so that $600 ten years go was equal to $1,000 at the present time.

This compared with the time I entered the service renders it impossible to do ustice to my family, even in the common necessaries of life, and more especially does ot permit of making provisions for them should I at any time through sickness or accident become incapacitated.

I am on duty every day in the year, including Sundays, and full time on all statutory holidays, for which I receive no extra pay. The duties required have more than doubled since I entered the service, and the great bulk of mails and number of trains to meet are steadily on the increase, while the salary has not increased in eighteen years with me.

Trusting in this you will agree with me, and in so doing make good the con- clusion by recommending me such increase in salary as you deem sufficient.

I remain,
Your obedient servant,
(Signed) JAMES F. HARPER,
Mail Transfer Agt., G.T.R. Sta., Hamilton Ont.

HAMILTON, ONT., September 28, 1907.

J. M. COURTNEY, Esq.,
Chairman Civil Service Commission.

Hon. SIR,—Taking advantage of your kind offer to forward in writing any further evidence affecting the conditions of mail transfer agents, respectfully beg to supplement my memorial with a few facts. During my twenty-three-year service, I have not been fined once or reprimanded for any neglect of duty. I have reasons to believe I am capable of rendering good service in cases of emergency, and in this am credited with making few mistakes. I am impressed with the idea that in Government service salaries should be advanced along the lines conducted by commercial institutions, that is, a man should be paid for what he is worth, and if capable in the discharge of his duties his salary should be advanced accordingly, and his only pull should be merit. This would result with some degree of satisfaction to the employee and at the same time raise the standard of the service. At Hamilton Station two transfer agents perform the work day and night, whereas if a third man was appointed the hours might be easily adjusted with eight each. Personally, I find I am no better off financially than when I entered the service. Seven years ago I rented a 11-roomed house for $15 a month, by keeping a few roomers it gave me a cheap rental, notwithstanding the extra cost for light and fuel. It was only a short time when the rent gradually increased from $15 to $35 a month, forcing me to vacate a month ago to occupy a house with only five rooms and no conveniences, at $10 a month, and I find it impossible to exist on $40 a month, my present salary. If my superannuation was only available it would be no trouble to me in making a great deal more than I now receive, and not work every day at that. 'Any man who is willing to dig at these times can easily find water. If permitted to serve the department twelve more years, I may not be able to do as well at my then advanced age. In the 23 years' service my average time off duty through illness or accidents have not exceeded one week a year. In this, however, no man knows what is in store for him, and for that reason I could not afford to accept the chances of the per diem allowance and loss of superannuation by accepting the new Bill. I only wish to add that I have performed the duties assigned to me during my long service with earnestness and efficiency, and have no hesitation to make reference to any of my superior officers as to my qualifications.

Hoping to receive the consideration of your honourable board,

I remain, your obedient servant,

(Signed) JAMES F. HARPER,
Mail Transfer Agent, Hamilton Station.

P.S.—Beg to suggest that after, say fifteen years service, transfer agents be advanced to full maximum new schedule, provided they are capable and qualify in their examinations on duty. J.F.H.

Mr. THOMAS BALL, recalled.

The WITNESS.—There is a matter, which I think strange, connected with the system of the department, to which I omitted to allude. That is if a man makes a mistake they fine him a day or two days' pay. In my opinion that is not justice at all. They make you perform your work and if you commit a little error you are fined a day's pay, although you have performed that day's labour. In plain English, they might just as well come and take your money out of your pocket. We have done the work and yet the money is deducted out of your salary at the end of the month.

By the Chairman:

Q. How is the mistake discovered?—A. There are lots of mistakes that you report yourself. You may neglect to put a bag on or some little thing like that. Well, the superintendent will report the matter and you will be fined.

By Mr. Fyshe:

Q. Do you not think some provision of that kind may be necessary in the way of discipline?—A. I certainly think discipline is necessary but I do not think that is disdiscipline at all, and I will tell you why: You may make an innocent mistake and not do it intentionally or wilfully.

Q. It may be carelessness?—A. It may be indirectly carelessness, but such a proceeding is against the statutory law of the land. I am talking about something I know. The Grand Trunk and the Canadian Pacific Railway used to do a good deal of that. They would fine their engineers, firemen, and brakesmen a day's pay for making a mistake. Well, there was one engineer who kept track of the fines that were charged against him and when he quitted the service he took the company to court and the judge said they could not make a man do the work and then take his money. They had to refund those fines and now when a man makes a mistake or commits some gross error of discipline they lay him off for two days or five days and he loses his pay.

By the Chairman:

Q. It is as broad as it is long?—A. He is at perfect liberty to go and do some other work.

By Mr. Bazin:

Q. Under the new system he does not perform the duty?—A. No.

By the Chairman:

Q. They can lay him off and take the pay?—A. I do not think it is fair to compel a man to work all day and not pay him his money. However, I am not making any special complaint as to that.

Q. We have to take the thing all round?—A. I do not see where the money goes to. That is what puzzles me.

Q. That goes into the postal revenue of the country.

MR. HARPER—Is it necessary for us to state the number of miles transferred?

THE CHAIRMAN—I can perfectly understand that you have to see all trains in at Hamilton at all hours and the same thing has to be done in Toronto.

Mr. BALL—We have to stay on duty all the time rain or shine.

Witness retired.

TORONTO, September 25, 1907.

Mr. I. McL. HARTLEY, Toronto, called, sworn and examined.

By the Chairman:

Q. Have you a memorial to present, Mr. Hartley?—A. I have, sir.

Memorial filed and marked exhibit.

THE CHAIRMAN—Mr. Hartley and gentlemen. At other places visited by us we have had the pleasure of hearing the views of your colleagues in the mail service. We

have heard all about the vibration of trains, exposure to the weather, the nervous diseases that are engendered by the nature of the occupation, the constant strain upon the body, and the standing up night and day which is involved in the duties of mail clerk. All that has been put before us, as well as representations on the salary question, so that what we really want to know from you are the facts in connection with the local peculiarties of this district.

Q. What is the average run of a mail clerk in the Toronto district?—A. About 180 to 200 miles.

Q. What is your own run?—A. My own run is from Toronto to Montreal at present.

Q. Which line do you travel by?—A. The Grand Trunk. It is 334 miles.

Q. Do you do that by day or by night?—A. I have alternate trips, night and day.

Q. Then you are going down to Montreal to-night I presume?—A. No. I came in yesterday morning and I go out again to-morrow morning.

Q. You go down to-morrow morning and when do you return?—A. I return the next day.

Q. By day or by night?—A. By day.

Q. Yours is an entirely day trip?—A. Entirely a day trip and then entirely a night trip. It differs a little on account of there being no Sunday morning trains. Once in ten weeks there is half a trip.

Q. You alternate week by week between night and day, with the exception of this change once in ten weeks?—A. Yes.

Q. The same thing happens, I suppose, running to Montreal by the C.P.R.?—A. Not exactly, as the C.P.R. runs from Ottawa to here.

Q. Ottawa is not on the direct line from here to Montreal?—A. The postal car service, as operated on the C.P.R., is not operated on the night train between Montreal and Smith's Falls, and there is no car on the day train between Smith's Falls and Toronto.

Q. I noticed coming up yesterday from Ottawa on the C.P.R. that the mail car was composed of a mail car and a second class coach. Does that combination prevail on the Grand Trunk Railway also?—A. Yes; at some places.

Q. Your means of getting into the mail car consists of two or three iron bars?—A. The way we get into the mail cars coming up from Montreal is by a perpendicular ladder.

Q. A perpendicular ladder with two or three steps?—A. Yes.

Q. And the railway mail clerks have to jump on this ladder at the last moment when the train is moving out?—A. Very often the mail clerk is called upon to do that.

Q. His duties would detain him at the station taking on mail matter, and he would have to jump to get on the train?—A. He has to alight from the train to clear the pillar boxes at stations en route.

Q. Sometimes the mail car is a second car from the engine?—A. Yes, and sometimes the first.

Q. Sometimes the first?—A. More often the first.

Q. Is there any difference between the Grand Trunk and the C.P.R. in the matter of comfort in the mail car?—A. So far as I can state, there is a great deal of difference in some particular places. I think the C.P.R. accommodation is much better to-day than the Grand Trunk in general.

Q. Do you think, judging from your observation in this district, that the mail car could be improved in any respect and made heavier?—A. Undoubtedly.

Q. You are liable to accident from being so close to the engine?—A. We are liable to serious consequences in case of an accident.

Q. Have you ever been in an accident yourself?—A. I have.

Q. Was the train derailed?—A. Yes; derailed near Orangeville.

Q. If by an accident your car caught fire and your valuables that you had on ard were destroyed, would you have any compensation?—A. I have not had anying burnt. I had a suit of clothes destroyed by blood at the time of the accident I is in in 1897, and I received no compensation.

Q. It is not the rule of the department to regard the service as liable to accidents? A. In that case they did not take any action.

Q. How many routes are there in this Toronto district?—A. Do you mean the fferent postal car services?

Q. Yes?—A. I have not compiled them, but there are about twenty-five, I think; mewhere in that neighbourhood.

Q. There are other lines besides the C.P.R. and the Grand Trunk running out of oronto?—A. Just the one—the Canadian Northern.

Q. Where does that run to?—A. It does not operate a postal car service. f course, it has a mail service from Toronto. That line only operates about seventye or eighty miles up the road.

Q. That line has not got into operation?—A. It is practically a new railroad. runs as far as the Muskoka lakes and back.

Q. Have you ever served on other routes besides this Toronto-Montreal route?—I have performed duties on most of the railway services running out of Toronto, arly all of them.

Q. Are you shifted about very much?—A. Not of late years but formerly there is continual shifting.

Q. Latterly it has become a process of laying down a route and sticking by it?—Very much, although I am changed when the time comes to do impromptu runs other routes in case of sickness or other cause.

Q. How long have you been in the service?—A. Twenty-one years.

Q. Do you know anything about the English practice?—A. Do you mean the ail service practice in England?

Q. Yes?—A. No, I do not know anything. I have seen photographs of the nglish postal cars, the interior and exterior, but that is all.

Q. You are not aware that an English mail clerk is on duty about six months id then he gets into another branch of the post office service?—A. No, I am not vare of that.

Q. Have you heard of the practice?—A. I have heard that stated but I do not iow it to be a fact. I believe that is their routine, they promote to higher positions the department.

Q. I do not allude to promotions but to shifting about of the clerks?—A. Yes, ifting about.

Q. Do you not think that instead of the system of once a railway mail clerk ways a railway mail clerk, the plan of shifting about would be beneficial to the rvice?—A. I do not think so.

Q. Do you not think that changing would be more likely to secure promotion?—. I think that nothing would lead to greater confusion in the performance of their ities.

By Mr. Fyshe:

Q. Do you not think it always an advantage to any particular class of men to ive an entire field open to them in looking forward to promotion if they fitted themelves for it?—A. It would be necessary to have a limit as to when it would be necesiry to reach the standard of perfection. In our case it is fixed at 90 per cent. If ou change a man from branch to branch I do not see how his physical system can tand it, even if his standard of perfection was never as high as ours is.

By the Chairman:

Q. They do not have the case examination in England?—A. I do not think so.

Q. The case examination is peculiar to Canada?—A. No, to Canada and the United States.

Q. Do the railway mail clerks in the United States mail service continue in that position?—A. Yes.

Q. Then the position of our railway mail clerks is pretty near analogous to that which exists on the other side of the line?—A. Yes.

Q. The longest route is from here to Montreal?—A. In this district?

Q. Yes?—A. Yes, from here to Montreal.

Q. How many miles do you call it?—A. 334 miles.

Q. Do you know of any railway mail clerk in England who runs, say from London to Brighton?—A. I do not know.

Q. Do you think that our following the United States plan is in consequence of the routes being longer here than they are in England?—A. I think possibly it is.

Q. The only position that the railway mail clerk can look forward to under the present system is that of superintendent?—A. He has got to look a long way to see it.

Q. There are a number of superintendents and one chief superintendent, Mr. Armstrong?—A. Mr. Armstrong is the controller.

Q. So practically by limiting the railway mail clerk to his own special class of business he has a long way to look forward to becoming superintendent and very little chance of becoming controller?—A. I do not think there is a possible chance of his getting that position.

Q. The present controller came from your service?—A. He came from the post office service, not from the railway mail clerks' service. Mr. Armstrong is the only controller that has been appointed since the service was established. He was taken from the post office at Toronto. Prior to his appointment as controller of the railway mail service he was assistant postmaster at Toronto.

Q. You are exposed to a constant strain as you are standing up in the mail car all the time?—A. Yes.

Q. Have you any time to lie down at all?—A. On most runs we have no time to lie down at all.

Q. If there was any time to spare is there a lounge provided in the car?—A. No, sir. In the car I run in there are from five to six men and sometimes there is one chair.

Q. So you are constantly on your legs?—A. We are constantly standing.

Q. And the proximity of the car to the engine causes an immense amount of vibration in the car?—A. Very much more than if the car was remote from the engine.

Q. This leads to constant breakdowns and nervous incapacity to perform your work?—A. We have had some striking evidences of late.

By Mr. Fyshe:

Q. Do you not think it would be a good thing for the Government to stipulate with all the railroad companies that carry mails that a certain type of mail car should be provided?—A. I do.

Q. With proper conveniences to suit the service?—A. I think the Post Office Department should dictate to the railway company what kind of car there should be.

Q. It should be one of the conditions of the service?—A. I think so.

By the Chairman:

Q. Are any of your men leaving the service?—A. Yes.

Q. In order to better themselves?—A. They are leaving to better themselves, that is bright young men.

Q. Then the tendency now is that a man entering the service as a railway mail clerk, after looking about, leaves it again?—A. He leaves the service.

Q. I suppose in travelling through such a large territory, as the railway mail clerk does, he has opportunities of seeing what men can do?—A. His opportunities for observing commercial service are better.

Q. In the railway mail service if a man fails to pass his examination he loses his annual increment?—A. Yes, sir.

Q. What percentage constitutes failure?—A. Less than ninety.

Q. So that a man must be well posted up to nine-tenths of a subject, otherwise he loses his annual increment?—A. Yes, sir.

Q. Then an old officer in the service who does his work fairly well, but whose nerves may be affected by hardship and the arduous nature of his duties might possibly lose under the case examination?—A. It is almost inevitable that a man should wear out as he gets older.

Q. Then the older railway mail clerk, instead of getting the annual increment, really loses it?—A. Yes.

Q. And the younger mail clerk who still maintains his nerves gets the annual increment?—A. Yes, sir.

The CHAIRMAN.—I have nothing more to ask you. We have gone over these subjects to substantiate what has been said elsewhere. If any other member of your deputation would like to say anything it is open to him to do so.

Presented by J. McL. HARTLEY,

To the Civil Service Royal Commission.

GENTLEMEN,—As, no doubt, you are aware, the Railway Mail Clerks of Canada, by a representative deputation, presented a request to the Honourable the Postmaster General of Canada, on October 13, 1906, for an increase of salary, to which he replied most encouragingly.

Being then fully convinced of the worthiness of our request, it can be readily understood that we cheerfully accept this opportunity of presenting our claim before a tribunal, appointed to dispassionately inquire into the affairs of the Civil Service.

The railway mail clerks of Canada number four hundred and forty-eight (448), and are situated at the various centres from which railway post offices services are operated.

The duties of a railway mail clerk, probably more than that of any other employee in the Civil Service, is but little known, and generally misunderstood. The life is altogether one of devotion and application.

A clerk on entering the service must first qualify for appointment; then he is called upon to qualify for promotion, and in order to be promoted and maintain such promotion as he may have accomplished, he is annually subjected to an examination at which he must obtain at least ninety (90) per cent, until he has passed the age of sixty (60) years. We can justly claim that there is no standard of proficiency so high as that of a railway mail clerk. His duties entail the performance of such a varied and intricate routine aboard a rapidly-moving train, thus placing him in a very hazardous and trying position. This cannot be doubted since the Commission, appointed by the Honourable the Minister of Labour, to adjust the differences between the Bell Telephone Company and their employees at Toronto in February last, in the course of their examination of medical experts, elicited the fact that there was no occupation so exacting as that of a railway mail clerk. While on duty, a clerk is called upon to assume the whole responsibility of distributing and despatching the mail in his charge, and owing to the continual increase of matter and changes of departmental regulations his duties are ever increasing. Conscious of this great responsibility and ever-impending danger, his position is thus exceedingly strenuous.

The ever-impending danger to which a clerk is subjected must not be looked at as referring only to railway accidents, but to another serious danger; that of succumbing to the great nervous and physical strain to which he is subjected. The magnitude of

this danger cannot be overestimated, and we regret to say that even at the present time we have melancholy evidence of the effect of a mail clerk's life on his physical and nervous system. We have a number of clerks whose vitality has been sapped and whose nervous systems are shattered.

It may be contended that a clerk's duties are interspersed with periods off duty, which may appear of some magnitude to those unacquainted with such a life, but, to meet this contention, the compiled duties of the clerks in Toronto district for the week ending June 15, 1907, show that each clerk actually performed on an average eight (8) hours fifteen (15) minutes duty each day, of which two (2) hours thirty-five (35) minutes is night duty. In addition to having performed the above stated duty each clerk is required, between each trip, to report at the superintendent's office to familiarize himself with departmental instructions and regulations and also must prepare supplies before commencing each trip.

The greater responsibility of our position can more readily be comprehended, when it is understood that a clerk's work is not completed by the ending of each trip, but should any misunderstanding or irregularity occur pertaining to the duties which have been performed, the responsibility of adjusting such reverts to the clerk; thus it can be seen that a railway mail clerk is a higher classed officer than he is generally apprehended to be. In support of this statement permit us to quote the following excerpt from a letter written in 1903, to the Railway Mail Clerks of Toronto District over the signature of so eminent an authority as Sir William Mulock, Postmaster General of Canada: The duties of our railway mail clerks are onerous, responsible, and hazardous, and with very rare exceptions have been performed with uniform cheerfulness, efficiency, and fidelity. From careful observation, I feel fully warranted in saying that Canada has no more deserving and worthy officers, than her railway mail clerks.'

It may be stated that we received an increase in 1903, but if the amount of this increase, together with the regulations by which we obtain it are considered, it can readily be seen that this did not more than afford a relief to the conditions which had existed for forty-seven (47) years, and does not keep pace with the continued annual increased cost of living.

That the cost of living has greatly increased, and has been realized by every citizen is beyond a doubt, but being compelled to live in towns and cities the railway mail clerks are therefore more particularly affected, and as an evidence of the great advance in the cost of living in Toronto we beg to submit the following:—

The cost of living may be classified as follows:—(a) food; (b) fuel; (c) clothing; (d) rents; (e) miscellaneous expenditure. The question of increase may therefore be discussed under these heads.

A.—Food: The following are the principal articles of food consumed in workingmen's families, arranged approximately in the order of proportionate expenditure: Butter, meat, sugar, milk, bread, flour, fish, potatoes and other vegetables, eggs, tea, fruit, oatmeal and cheese.

The following are sold in the St. Lawrence market and the prices are quoted daily in the newspapers: Potatoes, apples, cabbage, onions, turkeys, geese, hens, butter, eggs, beef, lamb, mutton, veal and hogs.

The average minimum prices of the Saturday market have been taken out for each year, and the whole combined in a series of index numbers as follows. These index numbers show the percentage of advance in each year since 1897, as compared with the prices of that year:

	P. C.
Prices of 1897	100
" 1898	112
" 1899	132
" 1900	132
" 1901	127
" 1902	150
" 1903	147
" 1904	147

Advance of 64 per cent.

Thus as far as the commodities which are sold in the market are concerned, the prices of 1902 represented an advance over 1897 of 50 per cent, while the prices of 1906 represented an advance of 64 per cent. Of the commodities in the first of the foregoing lists, including some which are not sold in the market, not all have advanced in an equal degree. The following will illustrate this point:—

	Index No. of 1897.	Index No. of 1906.
Butter	100	149
Beef	100	136
Sugar	100	110
Milk	100	113
Bread	100	92
Flour	100	105
Fish	100	125
Potatoes	100	162
Mutton	100	157
Eggs	100	167
Lard	100	150
Tea	100	100
Apples	100	122
Oatmeal	100	100
Cheese	100	129
Total	100	128

This shows an advance in the prices of these foodstuffs, which are those entering most importantly into the consumption of workingmen's families, or 82 per cent. In the above statement no account is taken of the relative importance of the commodities, that is, of the proportions in which they enter into consumption. This varies with the size of the family and with the ages of the children. For a normal family of 5.5 persons, certain 'weights' may be attached to the percentages given. This has been done, and the resulting percentage does not differ materially from that given above. It is therefore not necessary to detail the calculation.

Moreover, it must be realized that the comparison is between two periods in which the standard of comfort is assumed not to have varied. As a matter of fact, the advance of the standard of comfort has added greatly to the cost of living, and would have added to it had there been no advance into the prices of commodities.

The chief advances have occurred in the following commodities:—

Eggs, 67 per cent. Cooking eggs have advanced on account of the increased shipping demand and on account also of the larger local demand. Fresh eggs have been sent from the region around Toronto in large quantities to the mining towns and camps of Cobalt, and this has constituted a new field for demand.

Potatoes, 62 per cent. The principal cause of this increase is the deficient crop of the last year or two. United States potatoes have been largely imported to make up the deficiency.

Mutton, 57 per cent. This increase has been caused chiefly by the increase of local demand, coupled with a diminution in sheep farming.

Lard, 50 per cent. This has been due to the demand in Northern Ontario and the Northwest and to the increased price of hogs. Lard is not shipped abroad.

Butter, 49 per cent. Increase in the price of butter falls very heavily upon the poorer families, by whom a large quantity is consumed, relatively to the quantities of other articles, the expenditure upon butter being approximately the same as that upon all meats. The advance has been due largely to the advance in the price of lard. It has taken place chiefly in cooking butter.

B.—Fuel. Pursuing the same method as that adopted in presenting the prices of food, the variations in the prices of coal may be presented as follows:—

1897	100
1898	95
1899	78
1900	105
1901	105
1902	110
1903 (strike year)	184
1904	114
1905	124
1906	124

The causes of the fluctuations being almost wholly external to Canada need be discussed here.

COST OF CLOTHING.

C.—Clothing. Of all items in domestic expenditure clothing is perhaps the difficult to present in statistics. During the past ten years the principal raw mate have advanced in price as follows:—

	1897.	1906.
Raw cotton	100	175
Web cotton	100	133
Canadian wool	100	150
Australian wool	100	150
Fine wool	100	130
Flannel	100	200

The following is based upon prices quoted by some of the leading retail ho for goods of the same quality in 1897 and in 1906:—

	1897.	1906.
First quality, suits	100	125
Second quality, suits	100	118

Causes other than local determine the prices of the great staples cotton and w The increase of demand has, it is understood, stimulated production and has affe prices to a comparatively moderate extent.

Shoes have advanced as thus:—

	1897.	1906.
Shoes	100	125

D.—Rent. The most conspicuous of the increases in the items of household penditures has been the increase in rent.

The increase in rent may be set down broadly to the increase in population to the failure of the house-building industry to keep pace with it. That the pop tion has outgrown the means for its accommodation is obvious from the following

Assessment of real property per head in Toronto from 1892 to 1906:—

1892	$819
1893	832
1894	777
1895	732
1896	667
1897	631
1898	613
1899	586
1900	576
1901	583
1902	583
1903	579
1904	581
1905	591
1906	611

Eight 'samples' workmen's houses, upon which no improvements have been ecuted by the owners during the past ten years, and the history of which has l made available, exhibit the following increase in rents:—

Index number, 1897	100
Index number, 1906	195

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his is an increase of 95 per cent in ten years. It is true that the number of
s is not large, but there is reason to believe that they are fairly representative.
rror is probably not of great magnitude.

liscellaneous expenditure always increases with the increase of resources. Much
advance in the standard of comfort appears in the provision of the thousand
nd ends that are dispensed with when wages are low and that are the occasion
akage' when wages are high.

he amount of weight which seemed to be attached to the different items of house-
xpenditure is very difficult to determine. A very extended inquiry would be
ary to find a basis for an accurate series of figures. The proportions which have
ound to prevail in the United States, still less those in Europe, cannot be taken
olying conclusively to Toronto.

able showing percentage increases in the cost of the chief items of working-
xpenditure, as between 1897 and 1906.

	1897.	1906.
Food	100	128
Rent	100	195
Fuel	100	124
Clothing	100	120

pplication of the following 'weights' to the above table yields the result also
ows :—

ood, 10 ; rent, 5 ; fuel, 2 ; clothing, 2.

	1897.	1906.
"Weighted" index number	100	144

his 'weighted' index represents the increase in the cost of the necessaries of
a normal workingman's family, so far as the material at present available
s a general conclusion to be drawn.

hese figures apply for the most part to workingman's families. In middle-class
olds, although precise details are wanting, it is probable that rent has advanced
te as great a proportion as has been the case in the working class. On the other
domestic service has increased very heavily, and the cost of miscellaneous food
consumed by the middle class has also increased. The following increases in
prices of fine groceries are given by way of example.

	1897.	1906.
Cocoa	100	125
Raisins	100	147
Currants	100	133
Almonds	100	170
Starch	100	140
Biscuits	100	114
Pepper (black)	100	130
Figs	100	125
Candies	100	125
Tinned Salmon	100	131

ood clothing has also increased in price. It should be remarked that some por-
f the observed increase in the cost of living must be attributed to a general
ce in the standard of comfort of all classes. Earnings in the working class
een higher, and have been more freely spent. Trading profits hava also been
, and the expenses of the trading class have risen proportionately.

Salary Class Hard Hit.

n the other hand, the salaried class have suffered by the advance of prices, and
increased standard of comfort around them with which they naturally desire to
ace. In a period of falling price, of course the class with fixed incomes gains, but
rrent has been in the other direction for some time. The advance of rent has
heavily upon the class of persons who live on a small fixed income. Many of

these have been compelled seriously to diminish their comfort, to remove to a smaller house and to practice economy in clothing and otherwise. The rise in the wages of domestic servants has compelled this class to do without them.

The pressure upon household accommodation has led large numbers of families to take in lodgers in order to increase their income, or to enable them to pay the enhanced rents. This practice has contributed still further to enhance rents, the cost of houses, and the price of land in certain portions of the city.

We have endeavoured to set forth in the foregoing that the particular and superior duties and qualifications required for railway mail clerks, together with the exacting nature of their work, and the enormous increase in cost of living entitles them to a greater remuneration than that which they now receive, and we therefore trust that you may concur with us in concluding that our request to have our salaries adjusted by making the annual increase one hundred ($100) dollars, and the maximum fifteen hundred ($1,500) dollars is just and reasonable.

Signed on behalf of the Railway Mail Clerks of Toronto District,

J. McL. HARTLEY,
Railway Mail Clerk.

TORONTO, September 25, 1907.

TORONTO, September 25, 1907.

Mr. W. G. JESSOP, Toronto, called, sworn and examined:—

Memorial presented and read and filed as exhibit.

By the Chairman:

Q. How do the trains run in your district, pretty well on time?—A. Not as far as I know.

Q. Then practically what you call an eight hour day may be a nine or ten hour day?—A. Or a good deal more. For instance, I run from here to North Bay. The train leaving North Bay is supposed to start from there at 8.50 at night, but it waits for connections from the west until one or two or three o'clock in the morning. Then instead of getting into Toronto at 7 o'clock in the morning, I may not reach there till ten or twelve o'clock or one p.m., and when I get in at that time I receive less pay, less mileage, than if I had arrived at 7 a.m. If I do not get to Toronto until 8 o'clock that night my mileage is cut down for every mile run.

Q. The longer you work the less you receive?—A. The longer I work the less I get.

Q. Even on a well constituted line like the Canadian Pacific Railway the train may be an hour late as was the case with the train from the east last night?—A. It works against them as well as it does against us.

Q. On the best lines in this district you may be late?—A. They may be late very frequently. I have run late for three months at a time.

Q. In this district, I presume, in the winter, the average of late trains is greater than in the summer?—A. Yes, that is true of most routes. It is not so true of the route from here to North Bay, because it is troubled very much with the traffic of the tourists to and from the Northwest and the Cobalt district, and there is a good deal of interference with the ordinary running of those trains.

Q. You state in your memorial that there is a great responsibility resting on the mail clerk which should be recognized and that his remuneration should in some degree be in proportion to the responsibility?—A. May I be permitted to make a statement?

Q. Certainly?—A. I mean to say that men who are in positions of responsibility, such as bankers and others, are paid somewhat in proportion to that responsibility. Take my own case: I start out from Toronto, say to-night. I get registered bank packages to the value of $5,000,000 or $6,000,000, besides numbers of ordinary registered letters and packages. I get bank packages up to the amount I have stated and at this season of the year, and later on, with money moving to the Northwest from the east, the amount sent is very great. This money is brought to the post office at Toronto, I believe, by bank messengers who are armed. That money is kept in the vault until I get it. It is then dumped into a wagon and I am driven through the darkest streets of Toronto to the Union station. I am driven into a dark hole at the station where there is not a single light, and perhaps the driver goes up to the other end of the station and leaves me there in charge. I am alone and nobody could tell anything about what might happen there, any one could come and hold me up. Then these registered letters and packages are wheeled out to the car and unloaded there and left in my charge without any place in which to put it where there can be any safety. In charge of all this money I go from here to North Bay with the danger of being held up if anybody should know what is being carried. I think that my services should be recognized in proportion to the vast amount of money for which I am responsible, and some of which I could easily make away with if I desired.

By Mr. Fyshe :

Q. A more serious question than that is whether it is the proper policy to pursue, whether you should not have some one with you—a kind of joint custody?—A. That might be adopted too. What I mean to say is there is not sufficient safeguard.

Mr. FYSHE.—Clearly that is so. Your description is correct.

By the Chairman :

Q. You said the driver may leave you at the station. Are your mails taken to the station by horse vehicles?—A. Yes.

Q. You have not the same system as in Ottawa of conveying the mails by trolley cars?—A. No, that system is not used here.

Q. Is that peculiar to Ottawa?—A. I think so.

Q. There would be better protection if the Ottawa system were in use here?—A. Yes, there certainly would be.

Q. You say in your memorial that when a vacancy takes place on a route, notice of such vacancy should be given. Are there some routes that are better than others?—A. Yes, there are.

Q. And do the senior clerks gravitate to these better positions?—A. They should, but they do not always.

Q. Which do you consider the best route?—A. Well, it depends upon the standpoint from which you regard it. If a man wants more salary the longer routes are the best.

Q. There is more mileage?—A. Yes, more mileage.

Q. But supposing he desires comfort?—A. Then he should be given his choice when a smaller route falls vacant.

Q. Supposing Mr. Hartley were away on his holidays, or sick, and his route became vacant, who would take his place?—A. Unfortunately Mr. Kane or Mr. Flint would likely have to make double trips.

Q. How many railway mail clerks are there in this district?—A. Nearly 100.

Q. Who makes the appointment to a vacancy, the superintendent?—A. It would be hard for me to say; I really do not know.

Q. You report to the superintendent at the end of each journey?—A. In what way?

Q. There is a kind of report that you have to make, or return?—A. Yes, we send in our return at the close of every trip. I thought perhaps you meant that we would report in person.

Q. Mr. McLeod is your superintendent?—A. Yes, Mr. McLeod.

Q. Did he begin as a railway mail clerk?—A. I think he did.

Q. He began in 1876, thirty-one years ago?—A. Yes.

Q. Then when a vacancy occurs among the 100 railway mail clerks you do not know how it is filled?—A. Except that it is filled. There is sometimes a good deal of dissatisfaction by the way in which it is filled.

Q. You think, everything being equal, that the senior qualified officer should be promoted?—A. I certainly think so.

Q. Now we come to the hardships of your assistants. What do you call porters, labourers?—A. Those who have not passed the qualifying examination but are in the service and are doing the work of mail clerks. I have been asked to speak for them. I may say I am the representative of the clerks in the Toronto district.

Q. These men to whom I refer have not passed the examination?—A. They have not.

May I say a word on another subject at this point. I have one young man on my route who was thrown by the jolting of the car—we have very rough cars and I would like to say something about that, and as to lighting and other points—against the rack and his thumb torn open on one of the hooks, and his back hurt. He was off for, I think, three or four days, and $1.50 a day was deducted from his pay for that time. Yet that young man was hurt while in the performance of his duty.

Mr. FYSHE.—That is brutal.

The WITNESS.—It is simply a brutal outrage.

Mr. FYSHE.—I never heard of anything worse than that.

By the Chairman:

Q. This young man is graded as a labourer, I suppose?—A. No, I do not think he is graded as a labourer, he is an acting mail clerk.

Q. Yes, I know that, but has he passed the examination?—A. I do not think he is classed amongst the labourers.

Q. He is an acting clerk. He has not passed the examination? He is practically like Mahomet's coffin—neither one thing nor the other?—A. Then he should not be kept there. He should not be kept or else paid enough to live on.

Q. You think that a man should either pass the examination or go out?—A. I think so, and these young men themselves think that. They should not let any one in without passing the examination but when in they should be treated fairly.

Q. There should be a certain probationary period during which those desirous of becoming mail clerks should either pass examination or go out?—A. Yes.

Q. What other information have you?—A. There is the matter of sickness during the year. It is a very interesting fact that we have ninety-two clerks and last year just forty-six of them, exactly 50 per cent were off.

By Mr. Fyshe:

Q. Not all at the same time?—A. No, not all at the same time.

By the Chairman:

Q. Pressure of that kind would result in nervous breakdown?—A. Yes, and it cannot be avoided. I have run continually for ten weeks, up one day and down the next. I have run about half-way around the world in ten weeks. That is very heavy work, and was the result of doing duty for other men who were off on holidays or something of that kind. I may have had my three weeks' holidays in that year, but

did, when I returned and worked for ten weeks on a stretch all the good effect ıy recreation would disappear. I had no holidays in effect.

By Mr. Fyshe:

Q. How old are you?—A. I was fifty-one in June.

Q. I do not know how you can stand such severe work as that?—A. I have been r strong. I have not been very long in the service and am not quite used up yet.

By the Chairman:

Q. You think the number of trips should be lessened?—A. Yes, in some cases. I ık we should have a definite number. I think there should be something that should recognized as a definite number of runs; we run too much. We are not paid ugh for it, as we become used up or fall sick.

By Mr. Fyshe:

Q. Do you not think the policy of the railways is in the direction of improving ir cars?—A. I would like to say something as to that. They supplied us on the onto-North Bay with a couple of new cars. The advent of these new cars was her- ed all over Canada. Outside they were decorated with a gilt maple leaf and in- iption 'Canada Postal Service.' Inside the cars were fitted up—well, according to ideas of cars fifty years ago. Outside they were painted and gilded and looked e, but they are old worn out passenger coaches that should have been burned or own away long ago.

Q. They were old cars transformed into mail cars?—A. Yes, and then they were led mail cars.

Q. That is the Canadian Pacific Railway?—A. No, it is the Grand Trunk.

Q. I am glad you brought that up?—A. There are some other points to which I ire to draw attention. In the mail car we have to stand over the trucks. You gen- men say you know something about vibration. Let me tell you, gentlemen, that I not think you know anything whatever of it. You know nothing of the motion we in these old cars with old springs, attached to an engine on a rough road where erse curves occur one mement after the other with scarcely a stretch of straight ıd between. That is where you get the motion, and it is very violent. After two three hours it becomes absolute agony standing over the springs reaching over for letters. That is a real hardship, and we think altogether too much for the pay we eive.

By the Chairman:

Q. Do you think, really and truly, it would be desirable to shift the service about ıehow or other?—A. Do you mean move the mail clerks around?

Q. Yes?—A. The mail clerk for the first six years perhaps of his work might be fted about, but if you want real efficiency in the service you will put a man on a ı and leave him there as much as possible. There are hundreds of things he has to ?e at the back of his head which have to be put out at the right moment or it will too late. If you put the mail clerks on new runs to which they are not accustomed the time something is liable to be missed.

Q. Supposing you have served as a railway mail clerk, and then go into the in- ctor's office, and then into a city post office, and next become assistant postmaster, d ultimately city postmaster?—A. I have sometimes thought it would not be a bad ea if the position of deputy postmaster in towns and smaller cities could be filled ım the ranks of the mail clerks who know the work. Then it would not be so par- ular if the politician came in and nominated a postmaster; the work could be done right. I want to say further that badly lighted cars are affecting our health. ıtil a year ago I had no need for glasses, but I have great need for them now. My

eyes at one time were particularly good. Our cars are so lighted that we get a little light on one side, at the letter case, but none from the other side, and of course none from the end of the car. There may be one window or two windows, but instead of the light shining on what we are looking at we have the light right in our eyes from below. This has affected our health. It has affected not only my health but my pocket materially.

By Mr. Fyshe:

Q. The question of having proper mail cars is a very important one, it seems to me?—A. It is a very important one. We are riding in cars in which if an accident should occur we are utterly helpless and hopeless. We have no way of seeing anything coming ahead or behind. We are simply closed in. I was once in a car that rolled down hill and was burned. They smashed the car in and I got out, but my mails and registered matter and all my clothing were burnt. I was on the Canadian Pacific Railway line, and I had to get that company to pay for my clothing.

By the Chairman:

Q. That was a matter of course?—A. It was a matter, perhaps of my saying to the superintendent as to the cause of the accident, 'That it was good enough to tell to the public, but that it was not what caused the accident.' I guess he thought I knew something more of the accident than that, and I got a cheque for the claim put in. Another thing I wish to speak about is that the cars are not heated. I have worked on a car from North Bay with the temperature at thirty below zero for two or three hours without a sign of heat. All the way from North Bay to Toronto I have worked in a fur cap and gloves without any heat in the car. Then as to the length of time we have to work. Supposing a train leaves at 9 o'clock in the morning we must be at work by 7 o'clock and when we get to North Bay on time it is from 6 to 7 o'clock in the morning until 8 o'clock at night. It is not right that I should be on duty two hours before the train leaves. At the present time I must have my registers checked 8.10 o'clock. Then in the case of the night train which leaves here at 11.30 I have to be on duty at 7.30, that is on either train I am on duty for about 13 hours, and that is not shown by schedule.

The CHAIRMAN.—I would like to say to you gentlemen that if on consideration you think it is desirable to supplement the memorials and statements you have laid before us to-day, we shall be very glad to receive any additional memoranda.

Mr. McL. HARTLEY.—On behalf of the mail clerks of the Toronto district and those associated with us from the district of London, we thank you for the earnest manner in which you have received us and conducted the inquiry into our affairs.

The CHAIRMAN.—Thank you very much gentlemen. We are conducting the inquiry the best way we can.

The Railway Mail Clerks of the Toronto District beg to submit for the consideration of the Civil Service Commission of Canada, the following:—

1st. That the statutory scale of salaries for the Railway Mail Service should be increased, so that the remuneration of Railway Mail Clerks should be somewhat more commensurate with the service performed.

(*a.*) Because of the enormous increase that has taken place in the cost of living during recent years. This, taken in connection with the fact that, with few exceptions, clerks are compelled to reside in large centres of population where rent and cost of living are at the maximum, renders it impossible for the average clerk to more than barely subsist upon his present salary.

(*b.*) Because the long hours of duty and the ever growing volume of matter to be handled on the train necessitate the exercise of physical strength and endurance of so

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austing a nature as none but the young and robust can attain. As a consequence period of a railway mail clerk's active life on the train must be comparatively rt; and as no measures have been taken to provide him with less strenuous employ- at when the inevitable march of time has sapped his energies, it is only reasonable t his salary should be such as to permit him to make some provision for old age. s becomes imperative when there is no longer superannuation to be looked for- d to.

(c.) In addition to the arduous nature of his work, there are other factors lead- to impairment of health and which are apparently disregarded. Some of these are being subject to extreme cold for long periods of time, in unheated cars with the perature at times far below zero, his exposure to sudden change of temperature, perhaps to a drenching rain while opening letter boxes at stations, and while rid- to and from his car at the terminal offices, badly lighted cars at night and by , bad riding cars placed in the worst and most perilous part of the train. These are r suggestions of hardships he has to undergo, and to compensate him for which his ry is altogether inadequate.

The arduous nature of the work and its effects upon the health of the clerks are wn by the record of sick during the year ending June 30, 1907. Fifty per cent of clerks have been off duty from sickness, and the average length of sick leave for ninety-two clerks in the district is a little more than twenty days, that is to say, e than 6 per cent of the men were off duty through ill health all the time.

The explanation of this may be found in the length of time on duty, conditions er which the work is performed and lack of opportunity for absolute rest. (The ıber of hours on duty is not shown by the train schedule, as may be readily seen.)

(d) His very great responsibility should be recognized and his remuneration ıld in some degree, be in proportion to that responsibility.

(Oral statement as to the values if required or permitted.)

(e) The exceedingly slow improvement in the clerk's salary not infrequently pre- les him from marriage, or if he is married debars him and his family from many he ordinary comforts of life, and prevents giving his children the benefits of a ral education, such as is within the reach of others in the same rank and con- on.

2nd. That a measure of superannuation should be enacted in order to ensure ility and to retain desirable men in the service as well as to prevent clerks who spent their best years in the service of their country from becoming dependent n the charity of others.

3rd. That some limitation be placed upon the number of hours of duty a clerk to perform as well as provision made for giving him his statutory holidays.

4th. That where a vacancy takes place on a route notice of said vacancy should given, and the senior qualified clerk in the district, making application, be ap- ıted to fill it.

The hardships of the assistants, to railway mail clerks known as porters or urers should be considered.

These are sent away from home where expense of living is as great or greater ı salary received, and in case of absence from duty through sickness or injury ived on duty, they receive no wages.

TORONTO, September 26, 1907.

f. COURTNEY, ESQ.,
Dom. Civil Service Commission.

DEAR SIR,—Taking advantage of your kind permission to supplement my state- t of yesterday I beg to add the following:—

(1) That when a clerk on a night run is detained and his run continued after clock a.m., his mileage allowance should not be decreased, but rather that pro- n be made to give him additional allowance.

This could be arranged say by allowing all time on duty beyond ten hours to count as night mileage.

(2.) That where clerks are required to work for hours before departure of trains so that matter should not be over-carried, and consequently delayed, a stated amount of mileage should be allowed say thirty (30) miles per hour.

(3.) That provision be made for the appointment of relieving clerks in order that clerks may be benefited by annual leave as was no doubt the intention of the Act.

For instance, on the Montreal and Toronto R.P.O. in this division, with seventeen clerks entitled to three weeks each of fifty-one (51) weeks in all it would require one man's entire service for the year not allowing for his own annual leave.

May I attach the inclosed excerpt from a letter to a superior officer by a clerk still a young man to emphasize my remarks on exhausting nature of work.

Yours respectfully,

(Signed) W. G. JESSOP,

Rep. of R.M. Clerks of the Toronto District.

That as a result of a number of injuries received while on duty as a railway mail clerk I became so unnerved while on duty in postal car that I was completely exhausted at the completion of each trip, and so my application for transfer was not a matter of choice, but as a result of these accidents I was compelled to accept my present position at very considerable pecuniary loss.

(*a*) In June, 1897, while on duty between Toronto and North Bay, I suffered permanent injuries to both knees.

(*b*) In November, 1898, while on duty on Toronto and North Bay Railway, I was thrown against bag rack, fracturing my ribs and injuriously affecting my heart.

(*c*) In August, 1904, Toronto and North Bay Railway was in a collision with a ballast train near Gravenhurst, when sustained a severe nervous shock and suffered injuries to my head, wrist and back, from which I have not yet fully recovered.

(*d*) In May last I contracted small-pox while on duty in Toronto and Owen Sound Railway P.O., from which I am still indisposed.

PERILS OF THE POSTAL SERVICE.

Editor *World*: Will you allow me to direct attention to the conditions under which the railway mail clerks are working, as disclosed by the collision near Falkenburg station a few days ago? In a collision between a freight and passenger train, the mail car, which was placed next to the engine, was broken up and piled on top of the engine. Through hissing steam and between splintered timbers of the car, Thomas Mason, the mail clerk, by some miracle, got out of the wreck and dragged himself, without any help from the train hands, into a place of safety. Mr. Mason is still in bed from this, his second accident of the kind, and he will probably be a physical wreck.

I have said that the mail car was broken in pieces, but it was a wonder that, like the furniture of an African house after it has been bored and perforated by white ants, it did not fly into powder instead of into splinters. Some of these mail cars are old passenger cars, too antiquated for passenger service, but converted into mail coaches and made to bear the outward semblance of a new car by good coats of paint. Ill-planned, ill-ventilated, ill-lighted, the mail clerks of these cars almost perish in the winter and are stifled in the summer, while the pulling, jerking, oscillating motion, because of the position of the car next to the engine, has sent more than one railway mail clerk out of the service a nervous wreck. At some terminal stations, as, for example, North Bay, the mail clerks in their cars at the siding go on duty in temperatures below zero, with no steam on. With benumbed fingers, it is, of course, impossible to sort letters, untie packages or do readdressing, and the result is delayed mail matter.

some lines, where the roadbed is bad, it is sometimes all a mail clerk can do to keep feet, let alone to sort letters accurately. Even in Toronto the mail clerks are put to their work for hours at a time in unheated cars, although it would be an easy tter to put steam connections on to the sidings where mail-sorting is done before trains are made up.

I am told, on the authority of a post office official, that the postal law requires t the mail car shall not be placed next the engine. If this is the law, it is with a exceptions, a dead letter; but if it is not the law it should be made so, for surely safety of the mail clerks and the efficiency of the postal service are demanded at hands of the railways, who are well paid for the transportation of the mails.

When the commission sat in Toronto recently to hear the complaints of the way mail clerks, one of the witnesses told of the discomforts of the clerks and the iculty of working while these old cars shook, jumped and oscillated with every d of motion known to the laws of physics, whereupon one of the commissioners laimed: 'That is brutal.'

And brutal is the only term that truthfully describes the conditions, and the itality is not only on the side of the railways, but is shared by some high-placed tal officials whose duty it is to see that proper mail cars are provided and that they kept fit for men to work in.

E. B. BIGGAR

TORONTO, September 25, 1907.

Mr. ROSS CUTHBERT CLARK, called, sworn and examined:—

By the Chairman:

Q. We have heard what your confreres in Ottawa, Montreal, Quebec and Toronto ve had to say in regard to the conditions of service. Do you desire to bring forward ything special?—A. I think we have a special case.

Q. Very well, state the facts?—A. I was appointed in 1893, fifteen years ago next nuary, and at the end of ten years I was to have had a salary of $800.

By Mr. Fyshe:

Q. What salary did you begin with?—A. I got $480. I have travelled nearly 00,000 miles, the most of it since I have been on duty, and the ten years expired August 8, 1903, just five days before the new Act came into force. Since then I ve had five increases of $50 each under the new Act, but still on August 8, this year, was not getting my $800.

By the Chairman:

Q. You only get $760?—A. I got $760 after fourteen years' service. I was to have d my $800 under the old Act on the completion of my ten years' service, but I never eived it.

By Mr. Fyshe:

Q. You did not remain under the old Act?—A. No, I signed under the new Act, my ten years was up before I came under the new Act by five days. Ten years' vice was completed on August 8, and the new Act did not come into force until gust 13. I am a married man and I have a little boy. On the 8th of last August ad not received my $800 notwithstanding the fact that I have had five increases in meantime.

By the Chairman:

Q. Have you passed the case examination?—A. I have, sir. I obtained 99 per cent every time. I have an A 1 record at Ottawa.

Q. You were unlucky. Your old service had expired five days before the new service began?—A. Yes.

Q. And that has evidently been forgotten or lost sight of?—A. They did not give it to me; I do not know how it was.

By Mr. Fyshe:

Q. Did you not remonstrate?—A. I wrote to the controller of the railway mail service at Ottawa at the time, and I got a letter saying that he did not see I was entitled to the amount of salary which I claimed.

By the Chairman:

Q. What did the controller say about your remonstrance?—A. He said that he had no power to give me the amount of money that I asked for.

Q. But did he say that you were not entitled to it?—A. No, sir, he did not.

Q. What did you do after you got the letter from the controller?—A. I did not do anything, sir.

By Mr. Fyshe:

Q. With whom did you have this correspondence?—A. With Mr. B. M. Armstrong, Controller of the Railway Mail Service.

Q. And he did nothing?—A. He simply said he had no power to give me what I claimed.

By the Chairman:

Q. He might not have had the power, but you should have carried the matter further?—A. What could I do?

Q. What you ought to have done then was to have written back to him and asked to have your communication brought before the notice of the Deputy Postmaster General?—A. I did not know that.

By Mr. Fyshe:

Q. You should have proceeded until your application was properly disposed of? —A. What can a clerk do?

Q. You ought to have had the decision of some proper authority in the service as to whether your contract with the Government was carried out by them in good faith?—A. Yes, but you see, sir, I was appointed under the Conservative Government, and in view of that fact I did not like to say anything.

By the Chairman:

Q. What you should have done after getting a letter from Mr. Armstrong was to have written a respectful letter back to him asking to have your case brought to the notice of the Deputy Postmaster General?—A. Well, sir, if I had had you to advise me at the time I probably would have done so.

The CHAIRMAN.—It is not too late now. I think I would write to Mr. Armstrong to this effect: 'With reference to the previous correspondence, copies of which I inclose, I would be glad if you would bring my case to the notice of the Deputy Postmaster General, &c.'

By Mr. Fyshe:

Q. A thing like that, in justice, should not be possible in the Government service. If you are being treated unjustly you should know the reason why and you should have a proper explanation of it?—A. Well, I got a letter from my controller.

The CHAIRMAN.—Of course, discipline is discipline.

Mr. FYSHE.—If the controller said he had no power in the matter that simply eant that you could go to a higher authority.

By the Chairman:

Q. Have you anything else to say except in regard to this particular matter?—I do not think I have, sir, except that some of the men are feeling badly about having work so hard.

Q. That goes without saying?—A. If you have gone into the details of that it is rhaps unnecessary for me to add anything to what has already been said.

By Mr. Fyshe:

Q. It is the proper thing for you to bring your case before us?—A. I am not the ly one. There are others in the London division besides myself.

By the Chairman:

Q. Mr. H. W. Farrow is one?—A. Yes, and Mr. F. N. Allen, Mr. Wm. McKee d myself are in the same position.

Witness handed in the following statement in behalf of the mail clerks on the ronto, St. Mary's and London railway postal division:—

'During July, August and September we "doubled" for ten consecutive weeks a train leaving London at 6.10 a.m., due to arrive on return at 10.55 p.m.

'To carry out instructions of the department as to attendance at post office before parture of mail, leaves but time for a rest of five hours before going on duty again, ovided train was on time at London. During time mentioned it was on time but ce when undersigned was on duty, and had been as late as one hour and forty inutes.

'F. D. SHARMAN.'

The WITNESS.—That gave him only three hours for sleep before going on duty ain.

entlemen of the Honourable the Civil Service Commission.

DEAR SIRS,—We beg to approach your honourable body to lay before you a claim s well as a grievance.

I, Albert Jones, mail clerk, Belleville, Ontario, in good standing, of thirty-seven ears' service, do make oath and say:

Please allow me to call your attention to the condition of my salary, which has een standing at eight hundred dollars since and previous to 1896. I find it wholly inadequate to meet the calls upon me occasioned by the great advance in prices of all the necessaries of life. And the absence of money to meet all or various claims upon me has been very severe.

The grievance I lay before your honourable Commission is as follows:—

About 1896, Sir W. Mulock was pleased to introduce case examination, with the intention of improving the condition of the mail clerks. I attended four examinations up to the one held in 1901, at which I claim to have been interfered and prevented in my duty at the case. I was proceeding with my work under Examiner Hetherington, when I took up cards calling for boxes labelled London and Sarnia, and Fort Erie and Goderich. I drew the attention of the examiner to the absence of the oxes that should have been labelled according to the Postal Guide for use in the ortation. The examiner, Mr. Hetherington, informed me that I could not use them. claimed the case was not completed without the boxes named. He was firm in his efusal not to allow me to use them.

Superintendent McLeod left the room at the beginning of my examination, and remained out of the room until the close of my work at the case. So that was no appeal to Superintendent McLeod to the injury done me by the examiner. And in footing up the total of my work at the case, he handled the cards so rapidly that he could not positively have counted correctly. At that moment Mr. McLeod entered the room. Not knowing what percentage I had made at the case, I did not wish to risk trouble that might have taken place at the time had I charged the examiner with fraud before Superintendent McLeod. I felt very sad about the matter, because I came fully prepared to pass, had I not been wrongfully barred from the use of those two important railway boxes, namely, London and Sarnia—Fort Erie and Goderich.

Each railway box would have given me five points for each box I was refused to sort into, at least.

Then the verbal examination came on by Mr. McLeod in person.

The questions were put to me so fast and rapid that I became dazed, and answered but five of the questions put to me. I then ventured to ask Superintendent McLeod the result of my work. He informed me next day that I had made but eighty-eight per cent, within two of what was called for by the Postmaster General.

In 1903 I again applied to Mr. McLeod to attend the next examination. In a few weeks later he informed me he would require to obtain permission from the chief superintendent, Mr. B. M. Armstrong.

I heard no more from him for weeks or months. When on the day of the examination on the arrival of my train at 5 p.m. I received a letter from Mr. McLeod at the post office, stating, in these words as well as I can remember: 'Very firm. No matter what percentage you make at case examination, it will have no bearing on your promotion.'

That was enough for me to conclude that Mr. J. E. McLeod had no intention to allow me my rights or promotion, and in accordance of the wishes of the Postmaster General.

I therefore beg of your Honourable Commission that my case be looked into. I do not wish to add any more evidence to the above; having suffered what I have I prefer to be charitable, but will, at the request of your Honourable Commission, furnish you additional information.

I beg to suggest arrears of salary, that which has long been withheld from me. Had I been justly dealt with by my superintendent, as other clerks were, I would have been enjoying an additional $160 plus $800 salary, making it $960 per year. Added to it would be the increase of $50 yearly for a certain period, allowed us by Sir Wm. Mulock, and up to the present time $250 has been allowed each first-class clerk.

Not wishing to burden your Honourable Commission with any more details on my part, I respectfully conclude this, my appeal.

I have the honour to be, your obedient servant,

(Sgd.) ALBERT JONES,

Mail Clerk, Belleville and Madoc Rd.

P.S.—I take the liberty to ask respectfully that I be transferred from the Toronto division to the London division for duty.

TORONTO, September 25, 1907.

Mr. J. S. BODDY, called and sworn and examined.

Witness handed in a memorial, which was read and filed as Exhibit.

By the Chairman:

Q. You are Mr. James Somerville Boddy?—A. That is my name.

Q. You have been in the service for twenty-four years now?—A. Yes, sir.

Q. What did you enter the service as?—A. As a letter carrier.

Q. You are one of the rare instances of a letter carrier getting out of the ranks?—A. I think that was a mistake. I had not passed an examination at the time of my appointment, but passed subsequently and received a clerkship.

Q. And now, after twenty-four years' service, you are getting the munificent salary of $1,000 a year?—A. $1,000 a year.

Q. That is the limit of your class?—A. Yes.

Q. You are fifty-four years of age?—A. Yes.

Q. The classes now consist of first class, two second classes, two third classes and a fourth class?—A. Yes.

Q. That is six classes practically?—A. Yes.

Q. The first class and two seconds make three, two thirds make five and a fourth class make six. You think it would be desirable, instead of having these divisions and subdivisions to have a first, second and third class?—A. It would be most desirable.

Q. What should be the minimum and maximum of a first-class clerk, in your opinion?—A. I hardly know.

Q. $1,200 is the minimum salary now, reaching to $1,500?—A. Yes.

Q. What do you think should be the maximum now?—A. I have no opinion to offer at present.

Q. In your petition you recommend 'an equitable system of promotion, based on a qualified seniority.' Does that imply that the system of promotion now is inequitable?—A. Would you let me explain that recommendation. The meeting called in the interest of the civil servants, which resulted in the drafting of that petition, was the first time the post office clerks had ever got together in a body, and the prime object of our meeting was in reference to the first article of the petition which has been presented to you, namely, an advance in salaries owing to the increased cost of living. The other matters as they appear in the petition, are the results of individual opinions that had been strongly expressed in the meeting, and they were embodied in the document now before you. Personally I did not concur in the majority of them myself.

Q. We want to ascertain what is meant by these things?—A. They are the ideas of several individuals expressed at the meeting, and they were embodied in resolutions and allowed to pass the meeting so that they might come before your body.

Q. An equitable system of promotion based upon seniority seems to imply that the present system is inequitable?—A. I should judge so from that.

Q. Well, what is suggested by these people who want to make the change is that seniority, all things considered, should govern?—A. Yes.

Q. But I suppose an examination would be required?—A. Yes.

Q. Then, if the second man, not the senior, got a greater number of marks you still would think the latter should have the position?—A. I should suppose that is what is meant.

Q. Then, following the idea that the classes should be reduced, the petition suggests 'an increase in the number of first and second-class clerks consistent with the

revenue of the Toronto post office?'—A. Toronto has not got as many first and second-clerks, in consideration of the revenue of the post office as other cities has.

Q. What other city offices ?—A. Montreal, for instance.

Q. Montreal has only three first-class clerks while Toronto has eight.

Mr. HUGGARD.—I have got the office pay sheet here.

The CHAIRMAN.—Yes, but I have the Civil Service list. We will take the list of first-class clerks. There is Jacob Moerschfelder, Archibald Wm. Graham, Robert Wm. Riddell, Alfred Curran, Richard Hassard, Wm. Macpherson, James Alexander Gorman and William George Milligan. That makes eight first-class clerks while there are only three in Montreal. So I think you are wrong in your statement. I think with all due respect as your petition states a fact which the Civil Service list does not substantiate it would be desirable, all things being equal, to strike that statement out.

Q. The next recommendation in your petition is that the annual statutory increase should be $100. What is it at present ?—A. $50.

Q. It is next suggested that eight hours constitute a day's work, including one hour for dinner; night work seven hours, including one hour for lunch. What is a day's work in the Toronto post office ?—A. Eight hours.

Q. What time do you go in the morning ?—A. Do you refer to me personally ?

Q. The clerks in this office ?—A. Their hours are very much diversified.

Q. I mean the hours of the clerks engaged in the sorting of letters and the money order and savings bank clerks ?—A. They work eight hours a day without lunch. Of course, the hours are very diversified.

By Mr. Fyshe :

Q. Do you perform no extra work ?—A. Yes, at Xmas time and on Sundays.

By the Chairman :

Q. That subject is dealt with in the next paragraph of the petition ?—A. Yes.

Q. What you claim is that you should have an eight hour day including the luncheon hour ?—A. Yes.

Q. At present the eight hour day does not include the luncheon hour. Then you ask that Sunday work and night work should receive special attention. Does it not receive any attention now ?—A. Well, the clerks ought to be paid extra for Sunday work.

Q. Do they not get paid extra at present ?—A. Some of them do I understand. Those that work on Sunday get paid for it, special clerks.

Q. The clerk who is paid a yearly salary gets nothing for working on Sunday ?—A. He gets a day off during the week for it.

Q. But if the clerk works seven days, I suppose he will get some remuneration.

Mr. BOLAND.—He does not work seven days unless it be at Xmas time.

Q. I want to find out what you mean by 'Sunday work and night work should receive special attention.' What does it mean ?—A. There were a lot of young fellows at the meeting we held and they were possibly not as well informed as they should have been with reference to this matter and they embodied a lot of such things in the petition, which, on second consideration, showed it was utterly impossible to ask for when you are urging an increase of salary and shorter hours.

Q. You say in your petition 'that when an officer be required to perform duties on a public holiday a full day's pay should be allowed for same.' I suppose the holidays they refer to are Victoria Day, First of July and such occasions ?—A. Yes.

Q. You also ask that the Superannuation Act be restored ?—A. Well, we understand all about that.

Mr. A. E. CRATE.—With regard to the reference in the petition to Sunday work and night work receiving special attention. Some of the staff have worked for a num

of years at night and they think they should receive a higher rate of pay in consideration of the night work they perform.

Q. Some of the clerks work at night and some during the day?—A. They do.

Q. Is there not an alternation of duty so that the persons who work by night s week should go on day duty next week?—A. In some cases but very few.

Q. What is meant by the statement that the clerks for working at night should eive some attention?—A. The opinion is that a man that works at night should not worked as long as the man employed during the day.

The CHAIRMAN.—Are there any gentlemen here who work at night?

Mr. G. N. FRASER.—Yes, I do.

Q. How did you get here?—A. I worked until 2.30 this morning.

Q. Did you cut your night's rest short?—A. No, I slept eight hours.

Q. How long have you been at night work?—A. I have been in the service for ven years.

Q. How long have you been at night work?—A. With the exception of a few eks, I have been at night work all that time.

Q. You look rather washed out?—A. It is the irregular hours. I sometimes work ven hours, sometimes nine, and sometimes ten. For months and months I have never rked less than eight hours, and sometimes as much as ten and eleven hours.

Q. Now, Mr. Boddy, do you not think it would be advisable to alternate the day d night work so that the clerks would be shifted week about?—A. From my own perience, no.

Q. Why?—A. Because you get accustomed to night work and you are better able stand it. You get accustomed to getting up at a certain hour, but it would not be e case if you did night and day work alternately.

Q. Is it not a fact that with people doing the same work day in and day out at e same hours it leads to rather a perfunctory performance of duty?—A. Well, it ould not.

Q. But does it not do so?—A. It might.

Q. Are you not, by perpetuating that system, preventing promotion?—A. I should t think so.

Q. Well, if a man knows the night and day duty thoroughly is he not more likely be selected for promotion if a vacancy occurred than a man who only knows one anch of the service?—A. I do not think that would count if the man has the alifications. Speaking of my own department, it is merely a matter of choice with e clerks who are on night duty. Very often it suits them because of the locality in ich they live or some other reason. It is a matter of choice; they are not compelled do night work.

Q. How many letter carriers are there in the Toronto post office who are working clerks now?—A. I could not answer that.

Q. What are your duties?—A. My duties are in the registration department.

Mr. G. M. BOLAND.—About a month ago there were four letter carriers doing erks' duty.

Q. Are there any letter carriers on night duty?—A. There mght be one or two night duty. They are put on night duty because some of them do not like working their duties as letter carriers; they would sooner do clerical work at night time.

Q. Do they not as a consequence of doing clerical duty lose their uniforms and eet car tickets?—A. Some of them may, but I do not think so as a rule. Possibly a rainy night they might put on ther rain coat. Generally speaking, the carriers ing the duty of clerks are dressed in ordinary clothes, but they have uniforms. ter they have been doing clerks' duty for a certain length of time the department ases giving them their uniform; I know that in a couple of cases myself. There are few carriers doing night duty and they collect boxes around the city. During the ne they are not collecting boxes they work inside. They have the uniforms and go me on street cars.

Q. Do you find, Mr. Boddy, that many clerks are resigning their positions now? —A. There are quite a few.

Q. You are one of the oldest clerks in the service. Do you find as good a class coming in now?—A. There is a younger class.

Q. They come n and stay a little time and then leave?—A. Quite a few remain, but a great many go.

Q. Is it not a fact that there are now so many openings for young men of energy and capacity that they do not stay in the service?—A. That is the principal reason. The chances are greater outside the service than they are in on account of the low salaries of the classes.

Q. Then you think that if the grades were reduced, the salaries increased, and the superannuation restored, you might get a better class of men to enter the service? —A. I am certainly of that opinion.

Q. And they would remain in the service?—A. Yes, if the salary of the first grade was increased and the prospects bettered.

Q. That is what I say. You are of the opinion that if the number of grades were decreased and the salaries increased, if the Superannuation Act were restored, and the salaries in the several grades were increased, a better class of men would enter the service and stay in it?—A. Yes, I am sure they would stay.

Q. Is there anything else you would like to tell us, Mr. Boddy?—A. No, I do not think so, except that if it is customary I would like to state our reasons for making these demands.

Q. Gon on?—A. Well, Mr. Chairman, the members of the Civil Service were very gratified when they learned of the appointment of this Commission. They felt that there was an opportunity at last of being heard collectively. In the past we have relied too much in anything we undertook upon our individual effort; and when we heard that an old Civil Servant with your reputation, Mr. Chairman, had been appointed to the head of the Commission with two colleagues of such standing in the community as the gentlemen who now occupy a seat on either side of you, we felt that everything would be safe and that we could expect fair treatment and justice from a commission so constituted. Now, there is one thing I would like to draw your attention to, and that is that all over the land, in every walk of life, commercial and industrial, there has been a gradual raising of wages, some of them quickly, some of them slowly. On every hand, no matter where we turn, we find that wages are being increased; whereas in the case of the civil servants they are in receipt of the same salaries that they were a great many years ago. In view of that fact, when we were fortunate enough to have this opportunity of laying our claims before you we accepted it with pleasure, and we felt that our interests would at least receive that consideration which they deserve. Now the civic employees in Toronto, from the street cleaning department up to the staff in the city treasurer's office, have all had their salaries increased to a very large extent. It has been the same thing in the several departments of the Provincial Government; the salaries have been gratuitously increased. This is all owing to the increased cost of living, and yet the salaries of members of the Civil Service have not been augmented. There is another matter to which I would draw your attention especially, and that is with reference to the business of the department to which I belong. We have a large increase in the business with the banks. We deal very largely with the banks. I suppose there is never a day of the week that we do not handle from three quarters to a million of dollars on its way from the different country post offices to the several banks here in the city of Toronto. Nearly all the messengers that come from these banks to receive the numerous money packages are all men in the receipt of larger salaries than are paid to the post office clerks through whose hands these large money packages pass. For example, only last night there were two parcels that come in from one bank that contained $60,000. These packages go through the hands of a second-class clerk, a junior second-class clerk, a third-class clerk and a clerk drawing $1.25 a day who has to stamp and obliterate

ı. I know for a fact there is a messenger who entered the service of the Bank of nto at the same time that I came into the post office. That man is drawing $1,500 ır, and will enjoy a pension when he retires from the bank's employment.

By Mr. Fyshe:

Q. This man is a messenger?—A. He is a messenger. But the messengers and ıe bank officials have received increases of salary. There is another thing, too, that is the responsibility of our occupation and the trust which is reposed in us. public are dependent on the honesty and efficiency with which the clerks in the office conduct their work. They are trusted employees of the people, and it seems ɜ that they have never been appreciated in the manner in which they should. It notorious fact that the public are very careless in the manner in which they pay ct to the requirements of the Post Office Act. It would surprise you if you only the number of men—business men, too—and women that will inclose money in ary letters, and throw them into the post office trusting to the honesty of the office officials. However, the letters do go through, and, except in a very small ber of cases, arrive at their destination without being tampered with, notwithing the temptation is so great to the men through whose hands these letters pass. ıermore, I do not think the clerks in the Civil Service are paid salaries comurate with the position they occupy; with the position they are compelled to ıy in society. I need not say why that is. Suffice it to say this. I came into ct with a Greek who had only been out in this country four years. This man nderstand sufficient English to identify a fellow-countryman in this city. I was ised to learn that this Greek, although only a resident of Canada for four years, in a factory in this city on the average $18 a week and often $20 a week. This said he was quite satisfied; that when at home he could only earn $5 a week. ve have men who have been in the post office for fifteen, twenty or twenty-five , and are not earning any more than this man is earning. Now, I think our ıs have been fully presented to you, and you have got all the material to support laims. We have impressed upon you the increase in the cost of living, and permit o say that this is one of the chief reasons upon which we base our application for ıcrease in our salaries. We ask it simply because we believe it is just, we ask it ıse we believe the time has arrived in the history of this country when the Govıent can afford to do it, and we ask it because we believe we are justly and squarely led to it. We have waited patiently and long under the conditions of the past, we hope and trust that a brighter era is dawning for the Civil Service of Canada. feel that the recommendations of this Commission when presented to the Govern- t will bear fruit in the direction of improving the service, giving it a higher moral , and making of the Civil Service a better class of citizens than we have had in s gone past.

Witness retired.

TORONTO, CANADA, September 20, 1907.

he Honourable the Civil Service Commissioners, Ottawa, Ont.

GENTLEMEN,—Herewith we, the clerks of the Toronto post office, submit to the deration of your honourable body the following resolutions which were unanily adopted at a representative meeting of ourselves held on the 15th inst., in the ral Post Office Building, Toronto:—

1. In consideration of the increased cost of living, an immediate advance of 25 ent to lower grades, 20 per cent to second class, and 15 per cent to first class d at least be given, and the same percentages added to the maximum in each

2. That the number of classes be reduced to three: first, second and third.

3. A system of promotion based on qualified seniority.

4. The annual statutory increase to be $100.

5. That eight hours constitute a day's work, including one hour for dinner; night work, seven hours, including one hour for lunch.

6. No payment to the guarantee fund after three years' service.

7. That when an officer be required to perform a duty on a public holiday a full day's pay should be allowed for same.

8. Superannuation Act restored and the age limit reduced from 65 to 60 years length of service reduced from 35 to 30 years.

TORONTO, September 25, 1907.

Mr. G. N. FRASER, called, sworn and examined.

The WITNESS.—I present a memorial on behalf of city department sorters doing duty on railway trains.

By the Chairman :

Q. How many people are there who look after the assisting of railway mail clerks?—A. There are about seven or eight of us.

Q. Are you called assistant railway mail clerks?—A. No, sir.

Q. Do you get no mileage?—A. No, sir, we get none.

Q. Does that apply to Toronto only?—A. Toronto and Montreal clerks do this class of work. Some of them are not clerks, but are hired by the day and receive $1.25.

Q. Have they passed the examination?—A. The men that are hired under the grade system I do not think have, but there are four permanent clerks that do this class of work. One of the men doing day duty has passed the examination, but has no clerkship.

The CHAIRMAN.—We will look into that.

Witness retired.

TORONTO, September 24, 1907.

To the Honourable the Royal Commission of Inquiry as to Civil Service Conditions.

We, the representatives of the city department sorters, doing duty on railway trains, beg leave to make the following representations:—

1st. Being compelled to do railway train duty while holding appointment as clerk for office work.

2nd. Non-payment of mileage whilst on train duty.

3rd. Excessively long hours whilst on train duty, holding that from 9 p.m. until 6.10 a.m. or later, six days a week, is too long for preservation of health.

As representatives of the above class we desire to be examined by your honourable commission on the facts as mentioned above.

(Sgd.) G. N. FRASER.
A. J. WALSH.

Mr. ALBERT EDWARD CRATE, called and sworn, and examined:—

The WITNESS: In regard to the copy of a petition presented by Mr. Boddy. There was some paragraphs that you, Mr. Chairman, read that were passed over. I think you did not get the information you were seeking.

By the Chairman:

Q. There was paragraph four: 'an increase in the number of first and second class clerks consistent with the revenue of the Toronto Post Office.' Have you anything to say as to that?—A. No, I have not personally. Although I think some of the clerks feel strongly on that point it had perhaps better be omitted.

Q. Then the clause as to Sunday work and night work we understand all about? A. I particularly wish to speak in regard to the recommendation that the number of classes be reduced to three. There is a difficulty here in the matter of promotion. In any one of these classes promotion can be deferred for an indefinite length of time. It will perhaps be a number of years before the man who is entitled to promotion passes from one class to another and there are so many sub-divisions.

Q. When a man goes to the minimum of the fourth class he may be there for three or four years before a vacancy occurs in the junior third class. Then he may get to the top of that class and wait for years before receiving further promotion. I know all about that Mr. Crate?—A. Our point is there are so many stopping places that we cannot get past them.

Q. You think that by taking away the toll gates you have a better chance of getting along?—A. Yes, there is a better chance of getting along the road probably. And then the clerks want an equitable system of promotion based on qualified seniority.

Q. That seems to imply that there is an inequitable system now?—A. Frankly, I do not believe there is any system at all now.

Q. Perhaps if we strike out the word 'equitable' and leave it system of promotion based on seniority' it will be better?—A. 'Qualified seniority' is the term used in the petition. I believe the examinations cause the men to improve in their work.

Q. But the petition says 'an equitable system of promotion based on a qualified seniority.' You would not imply that it is an inequitable seniority. You would not imply that it is an inequitable system at present, would you?—A. I do. It has been found so. There is too much room at present for a person to be overlooked. No matter how great his claims may be he may be totally overlooked. For a number of years there have been instances of the kind where a man's services have been repeatedly overlooked. Then as to the restoration of the Superannuation Act there are a good many men strongly in favour of it.

Q. Of course, we cannot give away our own secrets, but I think there is a good deal of feeling on that point throughout the country. However, I do not think you need dwell upon that?—A. Of course, the main thing is the increase of salary, but there are other questions that the clerks feel quite strongly about.

Witness retired.

Mr. F. W. DAVIES, representing the stampers and sorters and grade men in the Toronto post office, was called, and sworn, and examined:—

By the Chairman:

Q. Do you wish to read a memorial?—A. I have prepared a memorandum, but the writing is such that none of you gentlemen would be able to read it. Therefore, I shall endeavour to explain some of the points that I have set down here. The

reason of my coming before you is that I do not think a 25 per cent increase for the lower grades is sufficient compared with that given to first-class clerks. For instance, a stamper and sorter is put on at $560 for one year. A 25 per cent increase in his case would mean about $100, whereas the 15 per cent which has been recommended in the case of first-class clerks would represent about $180, showing that the lower grades are not receiving anything like fair treatment. Now, I wish to state the reason for a man entering under the grade system. It is adopted because of the fact that it takes a stamper and sorter three years to reach the salary of $450, whereas under the grade system you can obtain the same amount in three months. That is the reason why so many men prefer the grade system.

Q. Are you a sorter, Mr. Davies?—A. I have recently been appointed a stamper and sorter, from August, 1907. I am not now under the grade system.

Q. How many stampers and sorters are there?—A. I could not say at the present time without referring to the pay-sheets, and I have not had access to them.

Q. According to the Civil Service list the stampers and sorters consist of Francis F. M. Brown, Wm. Jos. Cullen, John Alexander Graydon, George Ellis, and George Randall. That makes five and the addition of yourself brings the number up to six. That is about right, is it?—A. So far as I know. I was going to recommend that the minimum salary for a stamper and sorter instead of being $360 as at present should be placed at $600. I also make this further recommendation: that after a married man has been in the service three years he should receive a salary of not less than $800 a year. I find that a number of firms in the city of Toronto to-day are giving preference to married men. Their expenses are much greater and a married man is inclined to be steadier than a single man. A single man can get mad at any little thing and get out without any difficulty. He goes and that is all there is to it. A married man has a family dependent upon him and he cannot act with undue haste. He is more apt to stay in one place and be steadier than the single man. For that reason, I make the recommendation that no man who has served three years in the service should receive a salary of less than $800 a year. Coming to the retirement fund, I make the statement that the 5 per cent that is kept off our salaries is——

Q. I do not think you need go into that question. It is your own money that is taken for the fund and we understand all about it?—A. I would like to make a recommendation that where a clerk can establish to the satisfaction of the postmaster that he actually is in need of the same he should be given the privilege of drawing on the retirement fund to the extent of two-thirds of the amount to his credit. There are frequently cases where a person in the Government employ runs short and yet this money in the retirement fund is lying idle. Such people at present have to go to outside sources when in need and borrow money whereas if they could draw on the retirement fund it would save them from the payment of a large amount of interest. Then I would like to draw attention to the following clause in the Post Office Act of 1903:—

'Notwithstanding anything to the contrary in the Civil Service Act any clerk shall be eligible for promotion to any higher class in the outside branch of the Post Office Department without being required to pass any examination, except such as may be prescribed under regulations to be passed by the Postmaster General and having reference to the duties to be performed by such clerk.'

I think the clause I have just read is the cause of so much unjust promotion and so much favouritism that has been spoken of. Under that clause the authorities can practically do anything they like; they can suit themselves. They can do practically as they like under that clause because it says: 'Notwithstanding anything to the contrary in the Civil Service Act,' such and such shall be done.

The witness retired.

Mr. A. CARROTHER, of London, called and sworn, and examined.

By the Chairman :

Q. You are a senior third-class clerk ?—A. Yes, sir.

Q. You have been in the service since when ?—A. I entered the service in 1882.

Q. That is twenty-five years ago ?—A. Twenty-five years on April 11 last.

Q. And you only became a senior third-class clerk ?—A. Yes, getitng $900 a year. I was for twelve years without having any increase at all.

Q. And what did you jump from then ?—A. We were notified five or six of us in July, 1904, that we were appointed senior thirds. Having received that notice we waited one year before we got any increase of pay. On July 1, 1905, we received $50 and on July 1, 1906, we received another $50, which made us in receipt of a salary of $900. We have had no increase since then.

Q. What is the maximum salary of the class ?—A. $900.

Q. Well, you could not get any more salary unless you were promoted to the class above ?—A. The London people think that the classes should be abolished altogether and in order to get a better class of young men to enter the service they should start at $600 per annum and advance by yearly increases up to $1,200.

By Mr. Fyshe :

Q. Subject to what condition ?—A. Passing a yearly examination. We ask that we should get that increase in pay, the same as the mail clerks. I may state on behalf of the London post office that we have been badly treated in the matter of promotion. For instance, we have not had a first-class clerk for some years notwithstanding the revenue of the office. When I entered the service there was one first-class clerk in receipt of $1,400. He died in 1888 and since that time we have not had a first-class clerk although last year the revenue of the London post office was $122,000. We have only got one clerk in the London post office at the present time who is receiving $1,200 or at the maximum of a second-class clerk. That is Mr. McNeil. Then we have another one receiving $1,050. There are just those two, and six clerks below them are receiving only $900. There is one man drawing $900 to whose case I would like to direct special attention. That is Mr. John Ward who entered the service in 1872. He has been in the service thirty-five years and is said to be on all hands one of the best posted clerks on distributing there is in the Dominion of Canada, notwithstanding that because he did not have political favour or pull he is only receiving $900.

By Mr. Fyshe:

Q. What do you say his salary is?—A. He is receiving $900. He was for pretty nearly twenty years without having an increase at all. It took him about twelve years to reach a maximum of $800, and then for the next twenty years he received no increase at all. Now he has ceased paying into the superannuation fund because he has been in the service thirty-five years. Still he is an active and good man now.

Q. How old is he now?—A. About fifty-three years of age.

Q. Is he a married man?—A. Yes, sir.

Q. Has he any children?—A. Yes, he has one child.

Q. How has he ever been able to bring up a family on that amount?—A. It is one of the unfortunate cases. I do not wish to go into details, but he has not been able to make both ends meet. There are other cases to which reference was made a moment ago, such as letter carriers acting as clerks. We have two of them in the London post office. Both have passed a promotion examination and could be appointed clerk

at any time. They are receiving but $600, and their uniforms have been taken from them. The department has been so much ahead on that. There was a third man, Mr. Walsh, who was appointed a fourth-class clerk about a year ago and he now receives $100 extra. But the other two and one man in particular, Mr. Maitland, a very trustworthy and efficient clerk, are receiving but $600 a year. Mr. Maitland has been in the service for twenty-three years and is certainly deserving of consideration.

By the Chairman:

Q. Judging from what we read in the newspapers London is a peculiar place?—A. We are in a peculiar position politically.

Q. No matter how it occurs it is rather a peculiar place?—A. Well, I do not know about that.

Q. The authorities, if two clerkships were vacant, might not desire to fill them and might, therefore, resort to any device to overcome the difficulty. For example, putting letter carriers in to do clerks' duty?—A. Perhaps that was the case in this instance. Of course, the men referred to were appointed under the old Government, and the present Government when they assumd office did not see fit to promote them. Consequently they have been receiving the same salary up to the present time. I would like to say that if we could have a Superannuation Act it would give the younger clerks more confidence in the service and they would be more apt to stay. Speaking about those who have left the service, three have gone from the London post office recently and singular to say, two of them were the brightest young men who had entered the service in ten years. Had they remained they would have been a credit to the service, and would have been able to discharge any duty assigned to them. One of the young men went into a wholesale dry goods house and another entered the Montreal Bank at Brandon. I repeat that we consider that we have not been treated as well as other offices in not having a first-class clerk, and only having one clerk at the maximum salary of a second-class. This is the fact, although, as I stated, our postal revenue is almost as large as that of Hamilton. That city has a couple of first-class clerks and a number of second-class clerks. However, this fact you can verify by referring to the Civil Service List. Last year the revenue of Hamilton was about $150,000 as compared with a revenue in London of about $122,000. I might state that there are a number of young men in the service that are talking of leaving on account of the absence of a Superannuation Act. If there was such an Act in force it would tend to remove them a little further from political influence in case of a change of Government. On the last occasion of a change of Government five or six employees left the London post office and the fear is entertained that in the event of another change of Government in the near future it will affect some of the recent appointments of the present Government, and they may be shunted. If the Superannuation Act were restored and they were paying into such a fund it would create a vested interest and there would not be the same fear of the possible effects of a change of Government.

Q. You think it would add stability to the service?—A. Yes, sir, that is the idea.

Q. Your statement has been very interesting, Mr. Carrother. Have you got anything more to say?—A. No, sir, I think that is all.

Witness retired.

TORONTO, September 25, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

Mr. JOHN A. WEBBER, called, and sworn and examined.

The witness presented a memorial from the clerks of the Hamilton post office, which was read, and filed as Exhibit.

By the Chairman:

Q. I suppose that at Christmas time, when the volume of Christmas cards, post cards and Christmas gifts passing through the mails is very largely increased, it is the custom to get extra assistance in the post office, is it not?—A. We get it to the extent of two employees in the Hamilton post office.

Q. And of course the need in Toronto is very much greater?—A. Yes, sir.

Q. And I take it that in all the city post offices where the rush of mail matter at Christmas time there is extra assistance? I suppose assistance is granted to letter carriers also?—A. Yes, sir, two.

Q. Would it not be advisable to provide extra assistance in the inside offices in order to overcome the Sunday work and night work?—A. Well, it might be so; but as to Sunday work, its character is such that it would require experienced clerks to do a large portion of it.

Q. But you cannot get experience at Christmas time in the case of those that are brought in for the momentary exigencies of the service?—A. No, there has got to be extra assistance. Although the number of persons brought in in that way is but small, they can help to obliterate, carry mail matter around, and do porters' work

Q. I was thinking of the extra work at Christmas which is peculiar to the post offices and other branches of the public service, which is performed by getting additional help, and I was wondering whether something could not be devised to get rid of the strain of Sundays and holidays?—A. A sufficient increase in the permanent staff to permit time being given in lieu thereof would answer. Sunday work is necessary, because the public seem to demand it, and there appears to be no way to avoid it. I understand that in Toronto none of the staff work seven days. That does not apply to Hamilton. There there are clerks that do work seven days. A portion of the forwarding staff doing it alternately. They work part of the morning on Sunday and then they are off until five and then come back and despatch the mail.

Q. We heard all about that in other places?—A. On public holidays, too, we mostly have to work. You were speaking of changing the night and day clerks. Well, it did not seem to agree with me, because I got indigestion, headaches and sleeplessness, owing to the constant changing around. The general plan in Hamilton is to confine night work to junior men, if they are able to do it, and gradually they work out of it. There are men who have worked out of night duties after perhaps eighteen years' continuous service, and it would not be fair if there was any alternating to put these men back on night duty again, as they have done their share already.

Q. You have been about twenty-six years in the service?—A. Yes, in another month I shall have completed twenty-six years in the service.

Q. And you never got beyond the maximum senior third-class clerkship?—A. I have been promoted to junior second-class clerk, although I have not received any increase as yet. It is an honorary promotion for a year. Next year I shall receive $50 increase if I pass my examination.

Q. And then you go on to $1,200?—A. No, $1,000.

Q. You are a senior third-class clerk now?—A. I was at the time the last copy of the Civil Service List was issued. I have since been promoted to be a junior second-class clerk.

Q. But that does not give you a salary of $1,000?—A. The salary is $900 to start with, and it will go as high as $1,000. There is only a difference between the grades of $100, and no difference between the maximum and minimum. I thank you, gentlemen, on behalf of the staff of the Hamilton post office for the hearing you have given me. Our friend, Mr. Boddy, has expressed himself so well on behalf of the service generally that there is no need of saying anything further.

The CHAIRMAN.—We are very much obliged to you, gentlemen, for your attendance, and we will say to you, as we have said to others, that if there are any matters that have escaped your attention we will be very glad to receive any papers which you may deem necessary to supplement your case.

The witness retired.

To the Honourable the Royal Civil Service Commissioners appointed to inquire into matters pertaining to the Civil Service of Canada.

GENTLEMEN,—The Civil Service Association of Ottawa in their memorial to you have gone so exhaustively into the cost of living that nothing further remains to be said on the subject except that the same condition prevails in Hamilton. The cost of living being at least 33⅓ per cent higher than ten years ago. The memorial also fully explains the unique position of the civil servant and expresses our views regarding superannuation.

It only remains for us to present for your consideration a few points relating to the branch of the service in which we are engaged.

The scale of salaries for clerks in the city post offices, fixed by the Act of 1882, based on the findings of a Royal Commission at that time, is as follows:

1st class	$1,200 to $1,500
2nd class	900 to 1,200
3rd class	400 to 800

the maximums of which have not since been increased, but split up into numerous classes by the amendments of 1903, which, except in very few cases, give no substantial relief, as no difference existed between the maximum of the lower class and the minimum of the one above.

We therefore recommend for your consideration the reduction of the number of classes to three, as provided by the Act of 1882, with an increase of the scale at a percentage commensurate with the increased cost of living and the immediate rising of all salaries in the same proportion—the annual statutory increase to be $100.

The Act should also provide for the mandatory promotion of competent officials without waiting for the death or retirement of those in the upper classes, as not one clerk in the Hamilton post office appointed since its enactment 25 years ago has reached the first or even the senior second class.

The post office differs from nearly all the other branches of the service, giving as it does almost continuous service, necessitating duty at night, Sundays and public holidays and without the weekly half holidays enjoyed by other branches of the service and now almost universally granted to the employees of banks, mercantile and manufacturing concerns. We therefore ask that when the exigencies of the service

quire duty on Sundays, holidays and other times in excess of what is required by ier branches of the service, that a sufficient staff be appointed to permit of time ing allowed in lieu thereof; that the hours of duty of night clerks shall not exceed -16ths of the number of hours required of day clerks.

The rapid expansion of the post office system, the constant opening up of new st offices and changes of distribution of old ones, together with the annual examina-n to which we are subjected, take up considerable of our time in excess of our tual hours on duty and as a partial remedy we suggest that no clerk be subjected examination after twenty years' service except on special report of the postmaster at he is deficient in knowledge of his duties.

(Sgd.) JOHN A. WEBBER,

On behalf of the entire Clerical Staff of the Hamilton Post Office.

HAMILTON, September 25, 1907.

Mr. A. CARROTHER, recalled.

By the Chairman :

Q. Do you wish to make any further statement?—A. I have just one point to ike in regard to the matter of promotion. The deputy postmaster of London was perannuated, but the authorities did not see fit to promote some one from the office fill the vacancy. They sent a gentleman from the railway mail service in Ottawa, r. Thos. Duncan. He is now deputy postmaster at London. We do not object to n, as a matter of fact, because he is a very capable officer. He was formerly in the ilway mail service in Ottawa.

Q. Was he not in the postal service?—A. Yes, he was in the Belleville post office, think. Let me say further that one clerk has been promoted to junior first and six junior second, but we have received no increase in pay.

Witness retired.

TORONTO, September 25, 1907.

Mr. G. B. SWEETNAM, called and sworn and examined.

By the Chairman :

Q. You are a first-class clerk in the post office inspector's office here?—A. Yes.

Q. Besides yourself the staff consists of one inspector, two assistant inspectors, two nior second-class clerks, one senior third-class clerk and two junior third-class clerks? A. Yes.

Q. Although the office of inspector is a very important one, the staff is but small mpared with that of the other department?—A. Might I quote from a statement ich I have here. We have two assistants, one first-class clerk, three second-class l three third-class clerks.

Q. Have you prepared a memorandum?—A. Yes, and I now produce it.

Memorandum read and filed as exhibit.

Q. The inspector, Mr. James Henderson, entered the service at the age of twenty-a. There were not, as in the case of other offices, political appointments in the nning?—A. No, sir.

Q Mr. Henderson was in the service before he become inspector ?—A. Yes, sir.

Q. And the same thing happened with Mr. Macarow and Mr. Winstanley, the two assistants ?—A. Mr. Winstanley has been forty years in the service. He was a railway mail clerk, and later a chief railway mail clerk.

Q. He grew up in the service ?—A. Yes, sir.

Q. The appointments were not as in other places where a Member of Parliament was chosen as inspector ? The staff in the inspector's office at Toronto is composed of a number of experts who have grown up in the service ?—A. Certainly.

Q. So that so far you are happy ?—A. Yes, sir, and my father before me.

Q. You suggest an increase in salaries of 40 per cent ? What is the annual statutory increase now, $50 ?—A. Yes, sir.

Q. What is the maximum of your class ?—A. $1,500.

Q. When were you made a first-class clerk ?—A. A year ago last December.

Q. Then you are now only getting a salary of $1,300 ?—A. Yes, sir, $1,300.

Q. How long were you in the grade below ?—A. I was sixteen years there.

Q. You arrived at the maximum of that class ?—A. Yes, sir, I was at the maximum ten years.

Q. And being at the maximum for ten years you got no increase of salary ?—A. I got no increase.

Q. And it is only latterly that you have gone into the class above ?—A. Exactly.

Q. Have you anything to suggest in the matter of promotions among the staff in the inspectors's office ? Your father was inspector was he not ?—A. Yes, sir. I would just like to speak of the case of Mr. George Thos. Gurnett who died recently. He was at the head of the second-class for twenty-two years without an increase. There was no fault to be found with him. It was not his fault that he was not promoted but as we are only allowed one first-class clerk there was never an opening for him. Therefore, he was never promoted.

By Mr. Fyshe :

Q. That was altogether an arbitrary limitation ?—A. Yes, sir, we are only permitted one first-class clerk.

Q. Who fixes that ?—A. It has been that way as long as I can remember and I have been here for twenty-three years.

Mr. FYSHE.—It seems extraordinary that an arbitrary distinction of that kind could be drawn.

The CHAIRMAN.—It is a very small office. There are only ten officials altogether.

By Mr. Fyshe :

Q. Did this man leave any family ?—A. Yes, sir, and that is the point I would like to touch on. He had a family of seven, five girls and two boys. He did not leave a dollar and he could not afford to carry one dollar of insurance. He died on the 7th of this month and his widow is allowed that month's salary. That is as much as was received by her.

By the Chairman :

Q. She will receive two months' gratuity ?—A. Yes, she will get two months' gratuity. That is $196. Mr. Gurnett paid into superannuation over $700.

Q. Mr. Patteson, the late Postmaster, paid in nearly $2,400 ?—A. I calculated this matter closely. Mr. Gurnett paid into the fund $700 and we feel it is only just that the widow should get that $700 he was deprived of at 3 per cent, the same as the Post Office Savings Bank would allow.

By Mr. Fyshe :

Q. Well, have you made application to that affect ?—A. No, sir. Under existing circumstances it could not be done.

By the Chairman:

Q. The law does not allow it?—A. It provides only for a gratuity of two months' salary. We tried to point out that that was scarcely fair. I may say that that is not an extreme case at all. It struck us this way. Supposing that 2 per cent were not deducted it would carry $1,000 life insurance policy, and the widow to-day would receive that amount. Instead of that she will only get $196 if it be allowed.

Q. The superannuation allowance in England is not derived in any way from the contributions of officials. Is there any other remark you would like to make?—A. I would like to say something as to the cost of living.

Q. Your confrères at Quebec and Montreal went very minutely into the subject? —A. I think our conditions are a little different from those of other places. I think our house rent is higher here than you will find elsewhere. At St. Lawrence Market on King street east the price of commodities has increased 64 per cent in ten years. A strict record has been kept of that.

Mr. FYSHE.—I suppose there are official records to prove that?

The CHAIRMAN.—It has been fully set forth in the memorials we have received this morning.

The WITNESS.—I have embodied in the memorial handed into you in our behalf an estimate prepared by Prof. James Mavor, of Toronto University. He is the greatest local authority on the subject.

By the Chairman:

Q. Professor Mavor was quoted in a memorial handed in to us this morning?—A. He makes out that within the last ten years the cost of living has increased 44 per cent. I think we should be placed on the same basis as the inside clerks. We are doing the same kind of work and we are supposed to have the same intelligence. The public are not parsimonious. This perhaps does not bear directly on the question, but at our last municipal election certain candidates for the Board of Education advocated material increases in the salaries of school teachers. Other candidates opposed the increase. The result was that every one of those who opposed the increase was left at home. Those who were foremost in advocating a rise in salary headed the poll. I think that shows how the public feel on the question.

By Mr. Fyshe:

Q. You feel that you have some grievances to be rectified?—A. I think so. The Civil Service as it is to-day is not attractive. The result is that we are bound to get a dubs and these dubs in time will become our first-class and second-class clerks. So it seems to us that in the interests of the service salaries should be increased.

By the Chairman:

Q. I see that you have got one woman in your employ. Does she do typewriting? —A. We have two ladies in the office.

Q. Miss Widdifield and Miss Lundy?—A. Yes.

Q. Do they do stenographic work?—A. Yes, they are both typewriters.

Q. What are you paying them?—A. $700. Or rather Miss Lundy gets $700 and Miss Widdifield $750.

Q. You do not know what stipend the ordinary lawyer pays to his typist?—A. No, sir, I do not.

Q. What hours are these ladies at work?—A. From nine until four with an hour at noon.

Q. In the office of a broker or lawyer their hours would be much longer than that? —A. I do not know. Possibly they would stay until five o'clock. Our brokers appear to close early.

Q. Probably in a broker's office or a lawyer's they would have to work harder and get about half the salary they receive in the Government service? Do you know anything about the conditions in such an office?—A. No, sir, I do not.

THE CHAIRMAN,—Well, Mr. Sweetnam, we are very much obliged to you for your testimony, and if you have got anything further you would like to say please forward it and we will add it to your evidence.

Witness retired.

POST OFFICE INSPECTOR'S OFFICE,
TORONTO, September 25, 1907.

To the Honourable the Royal Commissioners.

GENTLEMEN,—In view (1) of advance in salaries generally and in wages of artisans in this city, (2) of the marked increase in cost of living here, as illustrated by the attached lists, (3) of the fact that the salaries in the post office inspector's office have practically remained stationary since confederation, the clerks in the post office inspector's office, Toronto, beg respectfully to suggest:—

(1) That the same salaries be paid to the clerks in the post office inspector's office as to the clerks in the inside service.

If that do not meet with your approval, then we would respectfully recommend that the salaries throughout be immediately increased at the rate of forty per cent, this to apply to the minimum and maximum of each class.

(2) That the annual statutory increase be $100, instead of $50 as at present.

(3) That superannuation be restored, and that all clerks be given the option of taking advantage thereof.

(4) That in the event of the death of a person while in active service, the total amount deducted for superannuation with three per cent interest thereon, be paid to the legal representatives.

(5) That the number in any class of clerkship be not limited.

TORONTO, September 25, 1907.

Prepared by the Retail Merchants' Association.

TORONTO PRICES.

Increase in ten years ended September 23, 1907:—

Meat	15 per cent.
Vegetables	25 "
Groceries	25 "
Milk	25 "
Bread	20 "
Coal	About the same
Clothing	"
Boots and shoes	25 per cent.
Fruit	25 "

TORONTO, September 25, 1907.

Showing the advance in prices in Toronto, from 1897 to 1907. Estimated by Professor James Mavor, of Toronto University :—

Food	28 per cent.
Rent	25 "
Fuel	24 "
Clothing	20 "

TORONTO, September 25, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

MR. JAMES HENDERSON, Toronto, called, sworn and examined.

By the Chairman:

Q. You are the post office inspector for the Toronto division?—A. Yes.

Q. You have been through different grades of the service, having had a knowledge post office work generally, before being appointed by the Department?—A. I have.

Q. What did you begin at?—A. I began as clerk in the post office inspector's ice, Toronto, almost thirty-six years ago.

Q. That was when Mr. Sweetnam was inspector?—A. Yes.

Q. And you mounted up? Did you get out of the inspector's office then and go sewhere?—A. I was the first in the inspector's office and commenced at a salary of 00. I was originally an accountant. After a time I was made assistant inspector, and ommenced in that capacity at a salary of $900. I held that position for about twenty ears, and got to the maximum of $1,600, and remained at that figure for a good many ears. Then when the present Government assumed office I was made inspector for this division, which included the Barrie and Toronto districts, and commenced at $2,200.

Q. And now you are getting what amount?—A. I am receiving $2,600. That is the maximum.

Q. You cannot get beyond that amount?—A. It has taken me ten years to get $2,600.

Q. And by the Civil Service Act you cannot get more?—A. If I stayed fifty years in the service I could not get any more.

By Mr. Fyshe:

Q. After perhaps twenty years or more you reached the maximum of your ability and of your value to the service?—A. I think I am as useful to the service now as ever I was. In the first place, I complain that when I got to my maximum salary as assistant inspector I had to remain there stationary for a great many years. Then when I got promotion I only received $600 more to begin the post office inspectorship here. It has taken me about ten years to go from $2,200 to $2,600, and I cannot go beyond that no matter how long I remain.

By the Chairman:

Q. If, when you were a young man, thirty-six years ago, you had been appointed, ot to the inspector's office but to the city post office, how far do you think you would ave reached by this time?—A. I cannot tell you. I would not have got very far, I ppose.

Q. It is all by accident in your case?—A. Of course, you are aware that the post ice inspectors a year or two years ago memorialized the Postmaster General for an ljustment of the salaries, and we hoped to have had some tangible increase last

session, but for some reason it was put off. My contention now is—I have bee nearly thirty-six years in the service and cannot be very much longer in it—that should be some consideration given for my past service during the time that mained stationary. You see whatever increase would be given the new men ge benefit of it. They would begin probably at $2,500 and perhaps go to $3,000 aft many years, but your humble servant at his time of life would not get any be I do not want to take up your time unnecessarily, but I claim that the position I as post office inspector, of the Toronto division is second to none in the Dominio responsibility, and as far as my record is concerned I need only refer to the Postm General.

Q. The late postmaster General made you inspector?—A. Yes. The autho at Ottawa know my work, which is generally approved of, I believe. Furthermo have to be familiar with postmaster's accounts. I go out and audit the money books, conduct investigations, and other inquiries devolving upon an inspector, there is nothing takes place in the Division but I feel I am equal to it. The depart has to trust largely to my judgment in a great many cases. There is not a week h but we have some proceedings in the criminal court here, and an inexperienced coming into the office would be of very little use for a considerable time. My co tion is that the position of post office inspector at Toronto with the responsibility devolves upon it is worth a great deal more salary than $2,600. I am not refle upon anybody for not getting more money, but merely stating that I have grounds for feeling surprised. For instance, there is quite a difference in the s which I receive and that which is paid to Mr. Ross, the chief superintendent, receives at least $5,000 a year. He gets $3,800 salary and has quarters provide himself and family in the post office here which is equal to another $1,200. I hold $2,600 is too small a salary for the post office inspector at Toronto, and there i great a difference between it and the salary of the chief superintendent. My co tion is that he should not receive $2,400 more than I am getting, as I have the l service to my credit, and the duties are equally if not more responsible.

Q. What is the extent of the Toronto post office division now?—A. I have post offices in my division, something less than 1,800.

Q. The Barrie division has been added in the last few years?—A. The Barrie sion was added to that of Toronto and I took charge of the consolidated division, had a general knowledge of the districts.

Q. Where does your division begin?—A. It is divided into counties.

Q. How far eastward does it go?—A. About as far as Port Hope, and it exten Port Arthur, which is largely the northern district, and takes in Owen Sound.

Q. How far west does it extend?—A. I take in Hamilton, Niagara Falls, an country all around there close to the international boundary line.

By Mr. Fyshe:

Q. You do not go as far west as Port Arthur?—A. Port Arthur is the sta place going into the Winnipeg division.

By the Chairman:

Q. Have you any territory in your division extending into the northern wild the Ottawa inspector has?—A. It is a wild district in the north. I have drive miles in a buckboard when there was no railway built.

Q. That condition of things is getting ameliorated now?—A. It is getting a better, but we have still a great deal of hard travelling away up in Algoma an north.

Q. Some years ago you were paid a per diem allowance?—A. We were paid diem allowance of $3.50 per day, but that was cut off.

Q. Now you only get what you are actually out of pocket?—A. Actual expen

Q. The per diem allowance gave you a little honorarium?—A. Yes, for the little penes that were incurred.

Q. Now, as you are simply paid your actual expenses, there is no particular inıcement to travel—A. No inducement.

Q. Are you obliged to visit the post offices?—A. We make a regular inspection : the offices.

Q. Then beyond what is required by the duties of the department there is no ıducement under the present condition of affairs to go travelling?—A. No, because re suffer much discomfort and are sometimes actually out of pocket.

Q. In your division when you go travelling, excepting in places like Hamilton, it s very uncomfortable, especially in northern Ontario?—A. Very uncomfortable.

Q. You are exposed in your travels to all sorts of weather, wet and cold?—A. Wet ınd cold weather, poor accommodation, and all that kind of thing.

Q. You were saying, Mr. Henderson, that you are frequently brought into conıct with criminal cases?—A. Yes, we have a good deal of that kind of thing.

Q. Has robbery by letter carriers increased in the last few years?—A. I do not now that it has. I think it is not any less. We have not been getting in as good a ılass of men as formerly. I think robbery is not any less; if anything it is a little nore.

Q. With the present inducements that are held out to good, able, and energetic nen you are not getting as good a class in the department as formerly?—A. No.

Q. Well, is not the reason for these robberies, possibly, that you are getting a lower standard of men?—A. I believe it may have something to do with it. I might just instance a case here. We arrested a dishonest letter carrier a few days ago and he has been convicted and will likely receive three years' imprisonment, the minimum penalty. His salary was $1.50 a day and he is married and pays rent. I was questioned on the matter before the grand jury and I declined to give any information because I considered it was a matter that they have no right to inquire into. But the grand jury took the ground that $1.50 a day for a letter carrier was not enough and at the same time expect to get a good class of service. I am of the same opinion myself, and I think it will be necessary to raise the standard a little.

Q. Has the standard fallen away in other particulars? Are any of the letter carriers men of irregular habits?—A. Well, I do not know them very well. I am not brought so much into contact with them.

Q. But as inspector you hear of them?—A. As inspector I have heard occasionally complaints of this kind. There are sometimes persons employed in the post office that I would not hire in my store or place of business if I were a business man.

By Mr. Fyshe:

Q. Are not those men generally appointed on political nomination?—A. That is the trouble, politics.

Q. And, of course, with the outside inducements open to young men the class you get is becoming less and less efficient?—A. We get less and less efficient men. In my own staff I have nine or ten clerks. A post office inspector should be allowed some latitude to select his men, and if this were done he would often be enabled to get suitable help fitted for the duties required.

By the Chairman:

Q. I was asking the previous witness, Mr. Sweetnam, this question: You have wo ladies in your office, one of whom draws a salary of $700 and the other a salary of 750?—A. Yes.

Q. If these ladies were in the employment of lawyers or brokers would they get alf the salary they are paid at present by the Government?—A. I do not really know hat salaries are paid in lawyers' or brokers' offices.

Q. They are simply plain stenographers and typewriters, without, I suppose, any knowledge of French?—A. They are good stenographers, and one of them is well educated, she has had a superior education—that is my own stenographer.

The CHAIRMAN.—If you think it is desirable to submit any further information we shall be glad to receive it in the form of a memo. to be added to your evidence.

The witness retired.

Mr. JAMES CARTER, called, and sworn and examined.

By the Chairman:

Q. You are in charge of the dead letter branch in Toronto?—A. Yes, sir.

Q. You are still borne on the staff of Ottawa?—A. Yes.

Q. A few years ago all the dead letters, the unclaimed letters, went to Ottawa, and were treated in a bureau called the Dead Letter Branch?—A. Yes, sir.

Q. For the purpose of greater facility that bureau was decentralized and certain clerks were sent to outside cities?—A. Yes, sir.

Q. You were transferred from Ottawa to Toronto?—A. Yes, sir.

Q. How many were transferred with you?—A. Two gentlemen and two ladies.

Q. Are you all on the pay list at Ottawa?—A. Five out of the eight on the staff are on the Ottawa list.

Q. Are you under the control of the postmaster here?—A. No, sir, under the control of the dead letter office at Ottawa.

Q. You are under the control of whom?—A. The superintendent of the dead letter office at Ottawa.

Q. For the purpose of facilitating the treatment of dead letters the business has been decentralized, and the staff is scattered all over the Dominion?—A. Yes.

Q. What dead letters do you get? The dead letters sent to Toronto and undelivered?—A. Our division runs up as far as Copper Cliff in the north, westward to Windsor, and eastward to Brockville.

Q. Then if a dead letter is addressed to Thos. Jones at Copper Cliff, and no man of that name can be found there it comes here?—A. Yes, sir.

Q. And you return to the sender that letter?—A. Yes, if the name is on the letter. If there is nothing of monetary value in it and it is unsigned we destroy the letter.

By Mr. Fyshe:

Q. You have to open the letters?—A. Yes, except the letter bears a printed address on the cover.

Q. It is left to one man to open the letters?—A. We change the work about. Each member of the staff has to do that kind of work, and it is transferred to other clerks from time to time.

Q. If you left it to one clerk he might, if the letter contained money, put the money in his pocket and say there was none there?—A. The clerk reads the letter to see if there is anything of any value in it when writer claims that there is money inclosed.

Q. But supposing there was money in it and the clerk pocketed that?—A. It is entered in the cash book.

Q. But supposing the clerk opened the letter and wanted to steal? I am merely asking to find out whether the system is calculated to prevent fraud on the part of an official.

By the Chairman:

Q. What is your position now, Mr. Carter?:A. I am a junior second-class clerk, sir.

Q. You have been thirty-four years in the service?—A. Yes, sir.

Q. And you are still a junior second-class clerk?—A. Still a junior second-class ɜrk.

Q. You have come up here with certain ideas and you are the chief of the Toronto anch. Do you propose that there shall be a dead letter branch specially created and ntralized at Ottawa, like the money order branch, for example?—A. No, sir.

Q. You are the chief here?—A. I am the clerk in charge, sir.

Q. Well, what is your idea, that the clerk in charge should be graded?—A. I ink he should be senior second-class clerk.

Q. Not junior second-class clerk as you are at present?—A. No, sir.

Q. Who came with you from Ottawa?—A. Two young ladies, Miss Gertrude and iss Maud Clark. The superintendent who came here, Mr. John Macdonald, is dead. was with Mr. Macdonald and the two lady clerks, and then we have had additions to e staff since. Mr. Macdonald was a senior second-class clerk, and he was going up $1,500 had he lived. There is no superintendent now; we are simply called clerks charge.

Q. Are the clerks in charge limited to the rank of junior second-class clerks, or it a departmental practice?—A. A departmental practice, I suppose.

Q. Are there clerks in charge at any of the other offices?—A. They are all clerks charge.

Q. Are any of them beyond the second class?—A. I think they are all junior conds.

Q. What are your office hours here?—A. Half-past nine to half-past four.

Q. With an hour off for luncheon, I suppose?—A. With an hour off for luncheon.

Q. Do the post offices in this division send in the dead letters daily?—A. No, sir, ɾery month, except the special letters, that is letters mailed without a postage stamp : bearing the wrong address; they come in daily. City offices send in weekly dead ɪtter returns.

Q. When you send them back do you take them alphabetically, beginning, say, ɪith Aurora?—A. They generally come in at the beginning of the following month. We take those first as they come in and put them in a cupboard and open them up.

Q. And it does not matter whether Aurora comes in or Zorra?—A. No, sir.

Q. I suppose it takes all the time within the month to sort them?—A. One of our ɜlerks checks up so many accounts each day. He checks every letter to see there has ɒeen a proper entry of it and then they are opened by another clerk and returned to he writer.

Q. At the end of the month do you find that any arrears are left over before the ext month's letters come in?—A. Yes, we do very often.

Q. How do you get rid of your arrears? Are they accumulating?—A. Accumu- ting the whole time.

Q. What amount of arrears have you at present to get rid of?—A. There will be rhaps a thousand or fifteen hundred letters going into next month.

Q. Have those arrears accumulated for several months past?—A. No, sir. Early the following month we get rid of them.

Q. And practically it is only about six weeks that a letter may be delayed?—A. out six weeks or less.

By Mr. Fyshe :

Q. Do you keep any statistics of the number of unclaimed letters?—A. Yes, sir.

Q. Did you notice in the press some time ago statistics given of the unclaimed ɪtters in England?—A. Yes, I saw an account of it.

Q. Were you not very much struck with the enormous number?—A. Yes, I was.

Q. As far as I remember, there were over 11,000,000. I presume there are no uch figures as that in Canada?—A. No, sir.

By the Chairman :

Q. How many letters came to you on an average in about a month's return?—A. Here is my book, and you can see the return for yourself.

Q. I notice here 'number of drop letters for examination, 4,518; numbe ordinary Canadian letters, 7,649.' This is in one division?—A. Then there are le received without stamps. This is a very large division, we have got the largest sion in the country.

Q. How many decentralized divisions are there now?—A. Six. Of course, work deals with all kinds of letters and packages. And that is not the only du perform. I have to attend to the public all day, besides performing my own work have certain observations to make regarding an increase of salary.

By Mr. Fyshe :

Q. What letters do you destroy?—A. All those that are unsigned and that tain nothing of monetary value. The work is going up by leaps and bounds. wonderful the way it is growing.

By the Chairman :

Q. You consider that in view of the growth of the Dominion and the great crease in the number of dead letters that the position of the staff at this special sion should be ameliorated?—A. I do, sir.

Q. Do you think they should be better graded and better paid?—A. Yes, There is one of my staff, a young lady, that in a year or two will be receiving the salary that I am paid. I receive correspondence from all over the world about le It is an important position, it is far ahead of the other divisions; I hardly think fair that I should be simply a clerk and yet have to assume all the responsibility. of our young ladies, Miss Maud Clark, has been in the service for twelve or thir years and she is only getting $700. Others have been passed over in promotion Ottawa. The position of superintendent here, which I should have got, was give a gentleman in the money order branch at Ottawa. I would not have cared if gentleman in that branch of the service had come and assumed charge of the o I should have been pleased. As it stands now, I have the responsibility and no salary.

The witness retired.

TORONTO, September 25, 1907.

Mr. GEORGE ROSS, Chief Post Office Superintendent, Canada, called, and s and examined.

Witness produced a statement which was read and filed as exhibit.

By Mr. Fyshe:

Q. Do you think there are too many grades among post office employees?—A. and I will endeavour to clear up that point. In the case of young men entering postal service, they must be trained in the various branches of the work and p from the lower to the higher and more responsible grades according to their ab The men on entering the service are totally unacquainted with the postal system, this you will understand when I say that there are over 11,000 post offices in Ca to be learned before mail matter can be properly 'routed' in order that vexatiou lays and mis-sendings may not occur. To this is added the distribution for the U

States and other countries which is very extensive. Again in the case of a letter carrier, when he comes to us he requires to be educated and passed from grade to grade as he becomes more useful. We put the letter carrier on the less important 'walks' at first and then as he develops and becomes educated to the work we employ him in the down town districts where he effects delivery to insurance companies, and all the various monetary and commercial institutions that are located in the centre of the city. It requires a trained man for this work.

Q. You have suggested a scale of increases until the maximum is reached. But, of course, there is a great difference in men. One man goes out and learns his duty thoroughly and shows he is competent and that he uses his brains. Why should that man not go ahead?—A. I call to mind one man who came out from Scotland a short time ago. That man is a wonder. He simply uses his brains and he has made great progress.

Q. Then should you condemn that man to slavery for four or five years?—A. I do not propose to condemn him, but we must have rules that will admit of general application.

Q. The point I want to make is that the superior officers should have discretionary power to promote a man according to his merit and not make the promotion mechanical or perfunctory?—A. We would be immediately charged with favouritism, and furthermore, the department would be continually under pressure to promote a man and overlook others. It may be contended that they act differently in private institutions. That no doubt is true, but with Government employees you have to proceed along different lines.

By the Chairman:

Q. There are about 600 letter carriers now?—A. Between 600 and 700 letter carriers.

Q. A few years ago there was a chief post office inspector?—A. Yes.

Q. Sir William Mulock abolished that position?—A. I believe so.

Q. You were selected as chief superintendent of the post offices in the Dominion?—A. Yes.

Q. You have been in the service for thirty-two years?—A. Yes.

Q. Would you mind giving us your history in the Post Office Department?—A. On June 14, 1875, I entered the Hamilton post office as a stamper and sorter, and was engaged in practically nearly every branch of the service. I was appointed, or named, by Mr. Sweetnam, late chief post office inspector, as the superintendent of the Hamilton post office within a few years after entering the service. I passed through the various grades and was eventually transferred to assistant postmaster to the Toronto office. From that position I was promoted to my present office. That is the statement briefly.

Q. Will you kindly give the Commission sections of several Acts bearing on your duties as chief post office superintendent?—A. (reads) Section 12, chapter 66 of the Post Office Act, Revised Statutes of 1906.

'A chief post office superintendent may be appointed by the Governor in Council, whose duty it shall be from time to time to inspect the city post offices and such other post offices as the Postmaster General from time to time indicates, to examine into their management and efficiency, and to advise and instruct the various staffs with a view to promoting the efficiency of the service.'

Section 14, chapter 66 of the Post Office Act, Revised Statutes of 1906 :—

'The chief post office superintendent shall have power to inquire into and investigate complaints or suspected cases of misconduct or mismanagement on the part of any person employed in the Canada Post Office or performing duties in or in connection with any post office in Canada, and also into any complaints of the miscarriage or loss of letters or other mailable matter, or the contents thereof, with power to sus-

pend from his duties, during the pleasure of the Postmaster General, any person employed in any post office pending the investigation of any complaint or suspected case of misconduct or mismanagement, and generally with similar powers to those possessed by post office inspectors or assistant post office inspectors appointed under this Act. R.S., c. 35, s. 12; 4 E. VII., c. 30, s. 1.'

Q. Then. Mr. Ross, you have been in all branches of the Post Office service from the initial office of stamper and sorter upwards?—A. From the very lowest to my present position.

Q. The post office inspectors, as a rule, have either been appointed to those positions or have grown up in the inspection office, like Mr. Bolduc, for instance?—A. They have grown up in the service or have been called in from the outside.

Q. What is your salary as chief superintendent of city post offices?—A. $3,800.

Q. Are there any other emoluments in connection with your position?—A. I have rooms in the building.

Q. You are still nominally Deputy Postmaster here?—A. No, but I take a very active part in the management of the Toronto office.

Q. Do you get any salary for that?—A. No.

Q. How much of your time is spent at Toronto and how much is spent doing outside work?—A. It would require a little thought. I fancy I am away at least five months of the year. Of course, you will understand that is an off-hand answer.

Q. Do you not think it would be desirable, on account of your having the important position of superintendent of city post offices, that you should be divorced from any particular city post office? The thing, of course, is a new departure?—A. I am not aware that any difficulty arises from that, except that being the chief superintendent I am called upon from time to time to give special attention to what you may call the largest post office of the Dominion, Toronto.

Q. Supposing there was some trouble at Halifax requiring immediate attention? Well, in the present unfortunate case of the Toronto post office, the office here is left without a postmaster?—A. No, there is a trained assistant postmaster here, in the person of Mr. Lemon.

Q. When was that change made, because in the last Civil Service List Mr. Lemon is called a post office superintendent?—A. He was made assistant postmaster about six months ago.

Q. In the paper you have laid before us, and a very valuable paper it is, you have dealt with the pay and status of letter carriers. Wherever we have been we have had the letter carriers complaining of their present status and especially about the sick pay In looking over your memorandum and listening to their representations, the thought struck me whether, considering that a number of persons in each place go up yearly for the Civil Service Examination, it would not be as well to have an official physician to look after the health of the public employees. That is when a letter carrier says he is sick instead of the man getting his own doctor, whether it might not be advisable to send in an official physician to find out whether the sickness was genuine?—A. We had that plan in operation for a number of years.

Q. But that was simply a political business and related only to the candidates who entered the public service?—A. I remember very well that for a short time there were what were known as 'authorized medical examiners,' and we were required to obtain a certificate from that official during an illness. The question then arose as to whether the certificate of one medical man was not as acceptable or reliable as that of another, and the controversy became so warm that I fancy the system was dropped.

By Mr. Fyshe:

Q. Would that objection not disappear if the medical man were regarded as a Government officer duly appointed for that special purpose; in fact he might perhaps have no other practice?—A. I do not think that would answer outside of Toronto and

ntreal and these larger centres, for the reason that in Vancouver, Victoria and arlottetown, as examples, we have comparatively few men as against the number t are employed at Montreal and Toronto.

By the Chairman:

Q. There is no doubt a certain section of the honest letter carriers do have their deducted on account of sickness where they have not been able, through poverty one reason or another, to call in a doctor?—A. Probably so.

Q. Are you not aware, Mr. Ross, that at the general post office at St. Martins le and a regular staff of doctors is employed to look after the health of employees?—Quite so. I understand that they have that system there. When we get an army employees here like they have in London it may be possible to do the same.

Q. There is more than one medical officer there?—A. Yes, I should fancy that ere are several.

Q. They are men of European renown, I believe. It may be possible that a letter rrier contracts a cold which will settle on his chest. He may be unable to call in a ctor and may treat himself at home by simple remedies, and yet suffer loss of pay? A. That is true, but upon representations to the postmaster, and after inquiry, I am the opinion that the department would be quite willing to recognize the claim of y carrier who merited receiving his pay.

Mr. FYSHE.—But that does not cover the whole ground. The point raised by Mr. urtney is whether it would not be very much better for the service to have a specially pointed medical man to look particularly after these men, because, as it is now, nsiderations of economy might keep them from getting the necessary medical tendance when they are taken sick.

By the Chairman:

Q. A man gets his $2.25 a day. He would lose that amount, and the doctor's fee th the medicine might be more than that?—A. No doubt. If you would permit me draw your attention to it, there is a scale of city clerks' pay attached to the memondum which I have submitted.

Q. Then in addition to the letter carriers you suggest in the memorandum subitted that the salaries of stampers and clerks be also revised?—A. According to e scale I have drawn up.

Q. You also suggest that the provisions embodied in the Act known as chapter Edward VII. be *pro tanto* applied to the payment of messengers, porters, &c., and at in offices having a revenue of $100,000 and over a superintendent of letter carriers appointed?—A. Yes, sir.

Q. How many letter carriers have you here?—A. At least 150 and about twenty-e relief carriers.

Q. Then you think that in the big offices a superintendent of letter carriers uld be appointed to see that the carriers do not loiter and that they take out their gs and perform their duties?—A. Yes.

Q. You also consider that the salary of assistant postmasters should be graded ther where the offices have a revenue of $500,000 a year?—A. I do.

Q. You know that Mr. Patteson had $4,000 throughout his life and nothing more? A. Yes.

Q. You know that when he was appointed in 1879 the revenue of the Toronto st office was only about $250,000 or thereabouts?—A. I believe so.

Q. And now it is about five times as much?—A. It is over $1,250,000.

Q. Under no conditions in the Civil Service Act could Mr. Patteson have got any ore salary? He was limited to $4,000 a year?—A. Yes.

Q. Coming back again to the letter carriers, we found that at one place—it is ot necessary to mention the name—the letter carriers went out without bags?- A. hat is contrary to the regulations of the department.

Q. The carriers at the place in question carried the newspapers under one arm, apparently, and the letters under the other ?—A. The department provides full equipment for the proper conveyance of letters. Bags should invariably be used in order to protect valuable mail matter from the weather and in order to assist the carrier in his work.

By Mr. Bazin :

Q. And especially to protect valuables I suppose ?—A. It is the intention of the department that the bags should be used for the conveyance of the letters. We look upon letters as always valuable. Although a letter may not be registered it may contain value to such an extent that it must be safeguarded.

Q. Some one told us he was using his bag for newspapers and that he carried the letters in his hands ?—A. The bag is provided for the conveyance of letters primarily and such newspapers as can be put in also. But the bag was intended primarily for letters.

By the Chairman :

Q. The carrier is to some extent like a donkey with a pair of panniers. He has to take the letters and the newspapers in his bag as far as they will go and the rest are tied up with a leather band. Do you provide the leather band as well as the other equipment ?—A. We provide a leather strap and all necessary equipment.

Q. Then on no account should a letter carrier go out without a bag ?—A. Absolutely no, except perhaps in the down town districts when effecting delivery of a small number of letters.

Q. What is the punishment if a letter carrier goes into a public-house whilst on duty ?—A. We have rules and regulations governing that.

Q. Does it lead to suspension and dismissal, or warning first and dismissal afterwards ?—A. If we find that a carrier persists in visiting a public house in uniform (other than for the delivery of mail) he is first cautioned and reprimanded and finally dismissed.

Q. What do you do with carriers who loiter on their way and do not come promptly to the office, if they are discovered ?—A. They are dealt with much on the same lines as the carrier who violates any regulation.

Q. In fact, your desire, and the desire of the department is, that the letters shall be delivered promptly, that the letter carrier should be strenuous in his work and not loiter, and come back as quickly as possible and deliver as much as possible ?—A. Yes.

Q. You have gone very carefully into all these matters ? If there is anything further you wish to present we will be very glad if you will give us additional memoranda ?—A. I will go into the subject in any way you think fit and may submit further recommendations.

By Mr. Fyshe :

Q. The paper submitted by you seems to be very carefully prepared. Have you drawn it up yourself or have you consulted other persons in regard to the specific recommendations you have made ?—A. These recommendations were made by myself to the department.

Q. They are not specially drawn up for this occasion ?—A. No, I have made slight modifications here and there to meet changed conditions.

Q. You have not seen any reason why you should modify the recommendations you have made ?—A. Not materially, I have reviewed the whole subject very carefully.

Q. My object in asking the question is to ascertain whether your recommendations are in exact line with the views of the men you have talked with more immediately under yourself, the leading men of the post office?—A. No, I prepared the memoranda myself.

SIONAL PAPER No. 29a

By the Chairman :

Q. After observations of the situation extending over thirty-two years?—A. r studying the conditions quietly for thirty-two years. The report sets forth my views.

Q. But you have reported in this way officially to the Post Office Department?—My reports are there and can be called for.

By Mr. Fyshe :

Q. Do you think that your recommendations would be endorsed by say the superintendents, or the different inspectors or deputy postmasters throughout the service? The next man to myself is the Deputy Postmaster General and I do not know ther he will endorse them or not.

By the Chairman :

Q. But at all events, the Deputy Postmaster General, who is a very able, conscientious and painstaking man, has only had eleven years in the public service and only filled one position, while your experience has been from the bottom up and extended over thirty-two years?—A. On the other hand the Deputy Postmaster eral has had a very extended experience during the time he has been at Ottawa has means of informing himself that I probably have not. Moreover, he is in opinion the most strenuous worker we have in the service. He never spares self.

Q. But still he has only been Deputy Postmaster General for eleven years and work is one of supervision?—A. He is a man who has acquired a great deal of wledge and has studied all postal matters very closely.

Q. Nevertheless, he has only been in the one position in the service and has not intimate acquaintance with the different strata composing the service that you ess.—A. He has had the information at his disposal to help him to arrive at clusions and he is quite capable of forming opinions.

Q. You have no reason to suppose he differs with you?—A. I have not gone the subject with him.

Q. May I ask you at what time you recommended a new scale of pay for letter iers to his department ?—A. I made my report about March 12th, but have since ified my recommendations making them more favourable.

The witness retired.

CHIEF POST OFFICE SUPERINTENDENT, CANADA.

TORONTO, September 25, 1907.

noranda for

THE CIVIL SERVICE COMMISSIONERS.

During the course of thirty-three years of an active life in the outside postal vice I have been frequently called upon to express my views on questions affecting employees of city post offices—the conditions of their employment and their pay. lave given a great deal of careful thought to the many problems that have faced d continue to face the Department in working out an effective service in the various ies throughout the Dominion. I have pleasure, therefore, in submitting the attached memoranda for your information.

Signed,

GEORGE ROSS,
Chief Superintendent.

Taking up first the letter carriers' demands as I understand them, I beg to su that the question of the compensation of letter carriers has received the very carefu consideration due to a matter which affects the wages of a large number of men—i this case between six and seven hundred. The Department adopted the present poli of paying 'grade' men by the day not through any desire of withholding pay in th event of absence, but with a view to promoting regularity of attendance and steac application to duty from day to day. Under the old system by which the carriers ar other men under the 'grade' system were paid a yearly salary they did not appear feel under obligation to observe that regularity in the performance of their dut which, in effecting the prompt delivery of mails, is of primary importance to the pu lic. It was a matter of frequent occurrence as reported by the postmasters, for th carriers knowing that they would receive their pay, not to report for duty on the pl of some slight indisposition. Moreover, notice of inability to take duty was very fr quently sent to the superintendent of carriers only a short time in advance of th hour set for the commencement of a delivery, this throwing on the management the office the responsibility of rearranging or subdividing a route or providing a su stitute at short notice. This feature under the present policy has greatly improve and, in my opinion, it would not be in the interests of the public or the service to r vert to previous conditions.

Simulation of disease—malingering—is a very old story. Its detection is oft a most difficult matter and if the malingerer has average presence of mind he is ve likely indeed to carry out his deception successfully. Instances are not wanting medical certificates having been granted to the effect that men were ill although it w afterwards clearly proved that the men had not been carefully examined by the do tors who granted the certificates, otherwise it would have been evidenced that the indispositions were the direct result of an over-indulgence in stimulants. This, course, is not the rule and I am glad to be able to say that in the majority of cas physicians do their duty conscientiously, but irregular procedure has occurred suf ciently often to make it a matter of anxious thought to the Department. The med cal profession like all other callings is becoming more crowded, competition keene and holding of their clientele more difficult, and it is not, therefore, a matter for su prise if the weaker men (and unfortunately the weak are to be found in all classes o the community and medicine is no exception) desiring to hold their clientele yield t the temptation to sign a paper that will please, and retain the friendship of th malingering employee simply on the statement as to the symptoms, &c., of the patien without serious examination. Of course all forms of malingering, no matter what guis they assume, can sooner or later be detected, but it is extremely important that the be detected at once. In these cases, as in cases of real illness, the old saying is true 'An ounce of prevention is worth a pound of cure,' and the withholding of pay whe temporarily absent has solved the difficult problem of successfully dealing with malin gering amongst the men.

Under the present system a carrier is called upon to share with the Departmen the responsibility for the proper performance of his duty and is required to make a honest effort in effecting delivery of the mails. The policy of the Department (as understand the matter) to deal with each case of illness upon its merits, was adopte as being in the best interests of the public and, in my opinion, by the success whic attends its practical working, justifies its continuance. It still remains the privilege the Department to grant full pay to a deserving carrier (which course I heartily ap prove) in every genuine illness of any duration, but a measure of the responsibilit for his absence should and does rest with the carrier. This has been the policy of th Department in the past (as I understand it), and many instances are on record carriers having been paid for prolonged seasons of absence notwithstanding the fa that they were under what is known as the 'grade system.'

It is claimed that in not authorizing pay during absence from duty the P Office Act discriminates against carriers by dealing differently with other classes, b

xperience has shown that the special nature of the letter carrier service demands pecial treatment; the work cannot go by default even as regards a single delivery. 'ach 'route' or 'walk' must be represented by a carrier who becomes familiar with ie geography of his route and the arrangements of those residing on it for receipt ! letters. Some desire mail matter delivered at one door, others at another; some ish it delivered in boxes; others insist on personal delivery. In due time a carrier arns the wishes of these various parties and endeavours to conform to them and thus void friction. Thus it is manifest that a temporary substitute for the regular carier cannot give satisfaction to the public. It will be seen, therefore, that the maintenance of a body of substitutes for those who absent themselves fails to fully meet the necessities arising when a carrier omits to report for duty at the appointed time. I need not point out that it is practically impossible for the substitute to avoid making at times the serious mistake, arising from not knowing the residents on the route, of delivering to the wrong parties and moreover the substitute takes a much longer time to effect delivery.

These are but a few of the many features of the letter carrier service that go to show how undesirable it is, if it can be avoided, that comparative strangers to a route should be called upon to perform the work of the regular carrier. The same conditions are not to be found in connection with what is known as the 'inside' staff. In the event of a clerk being off duty his work falls on his associates and is carried on for a time, but instances are not wanting where pay has been withheld from clerks who have been absent from duty.

Though a carrier is at times not paid when off duty, a scrutiny of the pay-sheets indicates that during the year 1905-1906 only $4,542.80 was, on account of absence due to any cause whatever, withheld from the entire staff of carriers under the 'grade' system, or an average of $8.33 per man.

That the Act, which appears to be disadvantageous to the above extent, is in the men's favour is evident from a consideration of the clause by which in addition to being granted two weeks' leave of absence (I favour three weeks' leave) with pay, each carrier is granted additional leave of absence with pay for a period not exceeding ten days in each year or a bonus at the rate of $2 for each day of such additional leave, the carrier having the option between the additional leave and the bonus. Provision was made for these extra ten days with pay solely with the object of giving the carriers ten days 'to come and go on'—to compensate him for any loss suffered through occasional absences. In reality the extra pay for these ten days not only provides indemnity for loss sustained and fees for insuring in sick benefit associations, but is a means by which most of the carriers are benefited to the full amount of the bonus. The amount paid in *cash bonuses* during the year 1905-1906 was $8,754.24, or $4,211.44 in excess of the amount withheld from carriers absent on any plea whatever. In view of the fact, therefore, that the carriers as a body stand to gain and not to lose by the present policy, that in regard to punctuality and regularity in reporting for duty, discipline is more readily maintained among them, and that they are without doubt giving the public a more efficient service in point of prompt and regular deliveries, I beg respectfully to recommend that with reference to the 'sick pay' of carriers the present policy of the department be continued.

In regard to the number of hours per day the carriers are employed, I beg to say that every effort is made to keep the average time worked by each carrier within eight hours per day. I believe in an eight-hour working day. Additions are continually being made to the staff with that object in view, but the very nature of the service is such that it precludes the possibility of establishing any hard and fast rule fixing the hours of duty for letter carriers. The aim of the department, as I understand it, is to establish a prompt and effective service in each city where free delivery by letter carrier is in operation. This service must be maintained untrammelled, elastic and capable of being adapted to interruptions incident to a service so dependent on train and steamboat connections.

The question of payment of carriers for overtime cannot, in my opinion, be entertained, in the interests alike of discipline and efficiency. I would be exceedingly loath to make a recommendation that would inevitably lead to a deterioration in the present service rendered by the letter carriers. Nevertheless, while the demands of the public are being met, an earnest effort is at the same time being made to so adjust the walks as to equalize as far as possible the hours of work of the carriers and bring the hours of daily duty as close as possible to eight hours per day.

Relative to the hour at which carriers are required to report for duty in the morning, I beg to say that for years the public have been insisting upon an ever earlier delivery of their mail matter. The letter carriers at present leave on the first delivery, which is always heavy, at an hour which, though quite early enough for the business men whose offices are at the commencement of a route, is nevertheless still a cause of complaint from those whose places of business are near the end of a route. 'Routing up'—preparing each carrier's mail in order of its delivery by the letter carrier—is now done as far as possible by expert officers on night duty, and an earnest effort is made to make the hour at which the carriers report for duty in the morning as late as possible consistent with an endeavour to meet the public desire for early delivery. The department must meet the legitimate demands of the public, and any agitation of the carriers for a later hour of delivery in the morning cannot, in my opinion, be considered.

Letter carriers very often compare their work with that of unskilled labourers, and cite the case of men working on the street receiving $2 per day as compared with the letter carriers' initial pay. I do not think, for obvious reasons, that comparisons of this kind should be made by the carriers. Moreover, some carriers are physically incapable of undertaking very heavy manual labour. It may be said further that, contrasted with the standards set for *policemen* in cities, some carriers are comparatively small of stature and lightly built and quite unable to endure the heavy strain borne by men employed as *ordinary labourers*. Indeed, I question very much, if heavy labouring work had to be performed, whether much more than 7 per cent of the carriers would be physically equal to the task. I am not quite sure that employers of labourers would afford employment to more than 75 per cent of the letter carriers' staff and pay them the same wages which they now receive in addition to supplying them with clothing, boots, street car transportation, etc.

Among letter carriers all trades, it may be safely stated, are represented. There remains scarcely a trade or occupation from which men have not been drawn to fill up the carriers' ranks. Among the carriers are found those who, prior to entering the service, were: unskilled labourers of all kinds, messengers, drivers, gardeners, candy makers, farmers, machinists, printers, carpenters, bricklayers, painters, butchers, bakers, shoemakers, soldiers, clerks, waiters, bartenders, etc. The question immediately arises: Why do these men leave their trade or calling to enter the postal service? Either they are misfits in their particular trades or else the answer of the applicants made to me personally many times must be accepted, namely, that the wage they had been receiving was not as good as that paid by the department, owing largely to the fact that labourers and many mechanics are paid by the hour, and 'broken time, lack of steady employment, greatly reduces what otherwise appears to be good pay. One trade depending upon the work of another frequently causes much 'waiting' time, for which no pay is allowed, and, as is well known to all Canadians, the very nature of the climate precludes the possibility of continuous employment in some of the trades which appear most lucrative, but in which the men are paid by the hour (and mere fractions of an hour as time), and in which full time, though always quoted, is never realized. This explains the fact that in the larger cities *the postmasters are inundated with applications for positions as letter carriers;* the steady employment afforded and the wages paid by the day being among the inducements—the carrier having no broken time.

Having regard to men who hold somewhat similar positions to letter carriers,

ıt who work perhaps longer hours, I beg to append for your information the present tes of pay of the Toronto police force and the Toronto firemen:—

TORONTO POLICE FORCE:—Candidates must be 5 feet 10 inches clear with-ıt boots, free from any bodily ailment and of a strong constitution. Rates of pay:—ır first year's service, $700 per annum; for next four years', $800 per annum; after e years, $900 per annum.

TORONTO FIREMEN:—Men on duty 20 hours per day six days per week. ay:—First year, $450; second year, $550; third year, $650; fourth year, $750; :th year, $850.

Carriers' uniforms (including boots) are supplied by the department, an item fecting no inconsiderable saving in the annual expenditure of the men. In addition) the above an extra 'living' allowance of $180 per annum is granted to the men sident in Winnipeg, Calgary, Edmonton, Vancouver and Victoria.

I have for some considerable time been carefully inquiring into the question, and m convinced from the result of such inquiries—principally in consequence of the ıcreased cost of living and in view of the fact that the men of all classes and grades erform their duties satisfactorily (with the small percentage of exceptions usual in a ırge staff)—that it would be in the interests of the service and the public to grant a easonable increase of pay to the men engaged in delivering letters and, generally peaking, to all employees in the same graded class.

I would respectfully recommend that without in any way disturbing or amend-ng the conditions which obtain in sections 37-45 of the Post Office Act, Revised Sta-utes of 1906, the provisions of which were first assented to 15th May, 1902 (for the ntroduction of which I was not in any way responsible), the pay of letter carriers, orters, and men employed at similar duties, be on the following basis:—

Grade "A".. ..$1.75 per day subject to probationary period of one month;
Grade "B".. ..$2 per day for 11 months;
Grade "C".. ..$2.25 per day for one year;
Grade "D".. ..$2.50 per day for one year;
Grade "E".. ..$2.75 per day.

In making the recommendation for an increase in pay to the letter carriers, I am actuated by a desire to recognize the justice of the claim that the general expenses in cities have considerably increased since 1902, when the present rate was fixed by statute, as well as to regard men who have (in the main) faithfully performed their duties. But I am of the opinion that, after carefully investigating present conditions, no radical change in the policy of the department is warranted.

I would further recommend that the salaries of clerks in city post offices be in accordance with the following scale:—

Stampers and sorters, on appointment	$ 500	per annum
By annual increases of $50 to	600	"

Any stamper and sorter may be promoted to the fourth class, and on such promotion his initial salary as such fourth-class clerk shall not be less than his salary as such stamper and sorter at the time of such promotion.

Fourth class clerks, on appointment	$ 500	per annum
By annual increases of $100 to	700	"
Junior third class clerks, on appointment	800	"
By annual increases of $50 to	900	"
Senior third class clerks, on appointment	950	"
By annual increases of $50 to	1,000	"
Junior second class clerks, on appointment	1,050	"
By annual increases of $50 to	1,100	"
Senior second class clerks, on appointment	1,100	"
After three months' probation	1,150	"
Then by annual increases of $50 to	1,300	"
First class, specific duties in each case to be determined by the Postmaster General.		
No salary less than	1,300	"
Nor more than	1,600	"

Provided that in offices having a revenue of $500,000 the clerk in charge of the money order branch or the registration branch may receive $100 per annum in addition to his regular salary.

Messengers, packers, porters, letter carriers, mail transfer agents or box collectors either inside or outside division of the Post Office Department who are paid in accordance with the Act assented to May 15, 1902, 2 Ed. VIII., chap. 28.

The salaries of those in Grade	"A"	shall be.....	$1 75	per day
"	"B"	"	2 00	"
"	"C"	"	2 25	"
"	"D"	"	2 50	"
"	"E"	"	2 75	"

Every such appointment shall be subject to a probationary period of one month (or until such time as he is, on the recommendation of the proper officer, confirmed in his appointment) during which the appointee shall be classed in Grade "A".

Upon the appointment being confirmed he shall be classed in Grade "B". After 11 months' service in Grade "B" he shall, if duly recommended for promotion, be classed in Grade "C". After one year's service in Grade "C" he shall, if duly recommended for promotion, be classed in Grade "D". After one year's service in Grade "D" he shall, if duly recommended for promotion, be classed in Grade "E".

I am of the opinion that all the stipulations and provisions embodied in section 37-45 of the Post Office Act, Revised Statutes of 1906, in so far as it applies to the payment of messengers, porters, packers, letter carriers, mail transfer agents, box collectors, etc., should be continued as at present.

In offices having a revenue of $100,000 a superintendent of letter carriers may be appointed, whose salary on appointment would be $900, with annual increases of $50 to $1,000.

In offices having a revenue of $500,000 per annum assistant postmasters' salaries on appointment to be $2,000, with annual increases of $100 to $2,600.

I am strongly of the opinion that provision should be made in the Act whereby a letter carrier might be transferred to a clerkship or vice versa. Some workable arrangement should be arrived at by which transfer could be effected without prejudicing the interests of other employees. The salary of the man transferred would have to be considered in comparison with the salaries of the men in the class or grade to which he might be transferred. For instance, under the proposed scale a letter carrier after completing three years of service would be in receipt of a salary equivalent to $860 per annum, while a clerk after completing three years of service would be in receipt of probably $700 per annum, and it is evident that in case of a transfer the salary of the employee would require adjustment. However, every branch of the service should be within the reach of any civil servant who has the requisite ability, industry and push, merit alone being the passport for promotion.

I am also strongly of the opinion that what was known as the Superannuation Act should again be restored. An employee in the postal service is debarred from engaging in business pursuits, and is therefore at a disadvantage with men of other callings who leave behind them a business name or enterprise as an asset to their families. The Superannuation Act has been found a very great incentive to good men to remain in the service, for the reason that after a few years instead of resigning, in many instances only to obtain the amount to their credit in the Retirement Fund, they continue to be public servants, thus giving the department the benefit of their experience and acquired knowledge, knowing that after a term of years they would be placed on the superannuated list at an amount which would with economy enable them to pass their declining days in comparative comfort.

(Signed) GEORGE ROSS,
Chief Superintendent.

TORONTO, September 27, 1907.

Mr. ALEXANDER H. REED was called, and sworn and examined.

By the Chairman:

Q. Are you in the Post Office Department?—A. I am a messenger in the Railway Mail service.

Q. You are a messenger in the office of the Superintendent of Railway Mail Clerks here?—A. Yes.

Q. When were you appointed?—A. January 21st, 1904. I came in on July 4th, 1902, and passed the examination on the following November, but for some reason I did not get my appointment for fourteen months after I passed the examination which, of course, kept me back for a year.

Q. Were you doing duty here before 21st January, 1904?—A. I was here eighteen months before that.

Q. What are you paid?—A. $1.75 a day now.

Q. When you came in what did you receive?—A. $1.25.

Q. What is your grievance?—A. One of my grievances is the delay in my appointment which was responsible for keeping me back in my advances. Moreover, I am doing now the work of three departments, and have been ever since I have been here. Although attached to the Railway Mail Service I am also doing work for the Dead Letter Department and the Post Office Inspector's Department.

Q. You are a messenger under three masters?—A. Yes, under three masters.

Q. But all are in the same department?—A. Yes, they are in the same place, on the same floor.

Q. You are messenger for the floor?—A. Yes.

Q. You are paid $1.75 a day now?—A. Yes, sir.

Q. How long does your day's work last?—A. 8 a.m. to 5 p.m.

Q. Are you paid for Sundays?—A. No, sir.

Q. You get about $550 a year?—A. There is 5 per cent kept off for the retirement fund. I get $10 a week, which really is not sufficient for a man to keep up his home on.

Q. Why do they pay you by the day when all other messengers are paid by the year?—A. I could not tell you why that is.

Q. Did you pass the examination?—A. I passed the preliminary examination the following November after I came in in July, 1902.

Q. But you were appointed first?—A. I did not get my appointment until fourteen months afterwards, I was only temporary.

Q. You did duty first?—A. Yes, sir.

Q. And passed the examination afterwards?—A. Yes.

Q. I suppose in order to get you on the pay-list, or for some other reason, they put you on at the day's pay and that has continued ever since?—A. Letter carriers are paid the same.

Q. Letter carriers, but not messengers. You are not designated as a letter carrier?—A. No.

Q. You are designated as a messenger?—A. I have to handle a good deal of valuables, registered letters and valuables and Government money to and from the bank. also do a good deal of secret service work for Mr. Henderson in connection with the Inspector's Department.

Q. Are you allowed any time for luncheon?—A. An hour for lunch.

Q. Then you work eight hours a day?—A. Yes.

Q. Do you work on Sunday?—A. No, sir.

Q. Do you work on holidays?—A. Always on holidays.

Q. The post office work must go on during the holidays. Then for eight hour day you get how much?—A. About $500 a year.

Q. And it is paid by the day instead of a fixed salary?—A. Yes.

Q. You consider, I suppose, that your condition should be improved?—A. I thi it might, sir, I do not feel that the pay is really sufficient because expenses have go up so much. It is not necessary for me to go into the rise of the price of commoditi because you have heard sufficient about that subject I know.

Q. You were sixty-one years and over when you came into the service?—A. Ye

Q. You are sixty-six now. May I ask why you entered the service?—A. I en tered the service because I wanted a position, because I wanted work.

Q. Are you not as well off now as before you entered the service?—A. No, sir I was not capable of doing the work I did before, at least I felt I would not be many years.

Q. And you thought that you were coming into a place where the capacity re quired was not as great?—A. The responsibilities are greater although the manu labour is not as heavy.

By Mr. Fyshe:

Q. What occupation were you engaged in before you entered the service?— was delivering milk.

Q. What did you receive when you entered the service?—A. $1.25 a day.

Q. When did you get the $1.75?—A. One year ago last March.

Q. Then in four years you have advanced 40 per cent?—A. Yes, but yo admit that $1.25 a day is only a boy's pay.

Q. That was the emolument you chose to enter the service at, I am not whether it is good, bad or indifferent, and in the four years you have been in vice your remuneration has been increased 40 per cent?—A. I did not know w pay was to be.

Q. You came in blind?—A. I certainly did not expect the pay was to be as that.

By Mr. Bazin:

Q. I suppose you did not expect to receive big pay entering as a messeng I did not expect as low pay as $1.25 a day.

Q. What did you expect to receive?—A. The man who was doing the wor I came in was getting $12 a week.

Q. You thought you should get $12 a week also? That is $2 a day. May I whose nomination you came into the service?—A. Mr. Robert Jaffray.

VANCOUVER, B.C., August 30, 19

The Honourable
J. M. COURTNEY,
Secretary, Civil Service Commission,
Ottawa.

SIR,—Acting by direction of my confreres in the employ of the Post Office partment in this province, I have the honour to inclose to you herewith a copy of petition we have recently sent to the Postmaster General at Ottawa.

My confreres further desire me to express to you their regret that the Ci Service Commission has not visited our section of the country, and their hope th a perusal of our petition and a study of the carefully compiled tables attached ther

may justify the Commission in strongly recommending that the terms of our petition be granted.

I am, sir,
Yours very respectfully,
(Signed) J. B. ALLAN,
Secretary.

(Copy.)

To the
Honourable RODOLPHE LEMIEUX, K.C.,
Postmaster General,
Ottawa, Ont.

SIR,—We, the undersigned employees of the Post Office Department, representing the railway mail clerks, clerks in the city post offices and clerks in the offices of the Superintendent of Railway Mail Service and Post Office Inspectors, acting on behalf and by direction of our confrères in the British Columbia district, do humbly petition that you grant us such increase in salaries as will enable us to live in keeping with our positions, and which, as shown by tables attached, the enormously increased cost of living makes impossible on our present salaries.

And that the system of promotion be amended to provide that salaries be increased $100 per annum until the maximum you may determine shall be reached, and where 'classes' obtain to provide that a clerk who has reached the maximum of a class shall grade automatically to a higher class without promotion being held over, providing clerk's record is satisfactory.

And that a uniform provisional allowance of $15 per month be granted all permanent and temporary employees in this district who receive less than $3,000 per annum salary.

And that, in view of the fact that the high cost of living has obtained for some time, the increased remuneration asked for be made retroactive to cover, at least, the full current fiscal year.

Provisional allowance of $10 per month is now paid railway mail clerks and $15 per month to other clerks with salaries less than $800 per annum. In both instances provisional allowance of 10 per cent is paid on salaries from $880 to $1,200 per annum, after which provisional allowance ceases.

Senior employees maintain, and we all admit the justice of the claim, that by the time a salary of $800 is reached provisional allowance should be increased instead of decreased as at present; this is in view of the fact that families are then, or should be, in evidence, with the added expenses incidental thereto, with, as well, the unavoidable increase in expenses coincident with the employees' increased standing in social and business relations with the community.

Table No. 1 attached is respectfully submitted as showing the increased cost of living.

Table No. 2 attached is respectfully submitted as showing the increased remuneration made to branches of labour outside the service. It will be observed that the latter, although limited to one year's figures, shows that salaries and wages are being raised as the cost of living increases.

Were we to participate with our friends outside the service in the general prosperity (as shown in table No. 2), we would have a still greater pride in the country's wonderful development and prosperity, and take a much livelier interest in its future progress.

As it is we find it rather discouraging to see that a period of general prosperity, up to the present, means for us a period of comparative poverty, owing to the purchasing power of our salaries being decreased through the advanced prices of the necessaries of life.

Previous representations, by petition or otherwise, are on file in the department, and we take it that it is, therefore, unnecessary to advance further reasons at this time to enable you to fully appreciate the justice and moderation of our prayer.

And your petitioners will ever pray.

SIGNED.

On behalf of Railway Mail Clerks .....R. F. DRUMMOND,
" " .....W. M. THORBURN.
On behalf of Clerks in City Post Offices.....SAMUEL C. CORNWALL, Vancouver.
" " ..... W. H. WILSON, Vancouver.
" " .....E. CODSON, Victoria.
" " .....R. H. GRIFFITHS, Victoria.
On behalf of Clerks in Office of Supt., R.M.S.....J. B. ALLAN.
On behalf of Clerks in Offices of P. O. Inspectors..W. F. TRENT, Vancouver.
" " W. S. WARWICKER, Vancouver.

Vancouver and Victoria, B.C., August 29th, 1907.

VANCOUVER and VICTORIA, B.C.,
August 29, 1907.

\L PAPER No. 29a

TABLE SHOWING THE INCREASED COST OF LIVING SINCE 1904.

Articles.	Cost, 1904.	Cost, 1907.	Increase.
	$ cts.	$ cts.	
.....	25 00	40 00	60 per cent.
.....	33 00	48 00	45 "
np	6 00	7 50	25 "
t	5 00	6 50	30 "
rd..	7 50	10 00	33 "
nnsylvania hard	11 00	17 00	55 "
.....	4 00	6 00	50 "
.....	3 50	6 50	86 "
tove	50 00	62 00	24 "
chairs.....	36 00	44 00	22 "
n's—			
de to order	30 00	35 00	17 "
dy-made.....	15 00	18 50	23 "
ear.....	3 00	3 50	16 "
.....	4 00	4 00	.
.....	22 00	25 00	14 "
hite	1 25	1 50	20 "
.....	5 00	6 50	30 "
lies'—			
lormade, plain	20 00 to 25 00	35 00 to 50 00	89 "
oak, work only.....	6 00	12 00	100 "
.....	12 00	20 00	66 "
.....	4 00	7 00 to 8 00	87½ "
in	3 50	8 00	128½ "
wing, per day.	1 25	2 50	100 "
's work, per hat	0 50	1 00	100 "
.....	3 50	5 00	43 "
.....	0 60	0 80	33 "
.....	7 50	15 00	100 "
.....	2 50	2 50	..
/eek.....	15 00	20 00	33 "
.....	.....	.....	10 "
.....	2 00	3 00	50 "
per 50 lb	1 25	1 60	28 "
"	2 25	2 50	11 "
ats "	2 50	2 50	
.....	0 05	0 07	40 "
.....	0 06	0 10	66 "
.....	0 06	0 10	86 "
6 loaves.	1 00	1 30	30 "
.....	0 30	0 40	33 "
.....	0 30	0 45	50 "
.....	0 40	0 50	25 "
.....	0 40	0 45	12½ "
.....	0 05	0 06	20 "
per box.....	1 00	1 75	75 "
les, canned.....	0 10	0 15	50 "
s and raisins, per box.....	0 12½	0 25	50 "
es, fresh	0 15	0 25	66 "
, per sack.....	0 75	1 35	80 "
st quality	0 18	0 24	33 "
ferior quality.....	0 12	0 15	25 "
.....	0 15	0 20	33 "
.....	0 12	0 15	25 "
.....	0 15	0 19	26 "
.....	0 17	0 30	76½ "
.....	0 16	0 24	50 "
.....	0 07½	0 11	46 "
ain, per week...	0 50	1 00	100 "
lp—			
an, per month.....	15 00	30 00	100 "
nan, per day	1 25	2 00	60 "
Average increase	.....	.....	47 per cent.

Employment.	Wages, 1906.	Wages, 1907.	Increase.
	$	$	
Builders labourers	2 75 per 9 hours	3 50 per 8 hours	43 per cent.
Lathers	2 50 per 1,000	3 25 per 1,000	30 "
Electrical workers	3 00 per 8 hours	4 00 per 8 hours	33 "
Painters	3 00 " "	4 00 "	33 "
Plumbers	4 00 " "	5 00 "	25 "
Boilermakers	3 30 per day	3 75 per day	14 "
Blacksmiths	18 00 per 6 days	19 25 per 5½ days	16½ "
Typographers	3 50 per 9 hours	4 00 per 8 hours	28½ "
Pressmen	15 00 per 54 hours	18 00 per 48 hours	31 "
Machinists	21 00 per 6 days	20 62 per 5½ days	7 "
Plasterers	5 00 per day	6 00 per day	20 "
Plasterer's labourers	3 50 "	4 00 "	14 "
Carpenters	3 20 "	4 25 "	32 "
Stonecutters	4 50 "	5 50 "	22 "
Common labourers	2 25 per 9 hours	2 40 per 8 hours	20 "
Chinese labourers	1 00 per day	1 75 per day	75 "
Japanese labourers	1 25 "	2 00 "	60 "
School teachers, (average male)	81 00 per month	113 00 per month	38½ "

BRIDGEBURG, ONT., June 6, 1907.

THE CHAIRMAN,
Civil Service Inquiry Committee,
Ottawa, Ont., Can.

DEAR SIR,—Understanding that you have invited opinions as to conditions generally amongst Civil Service employees, I venture to offer the following ideas, on behalf of railway mail clerks, if it is permissible for me to do so, for the favourable consideration of your committee.

(1) It was understood that the clerks in the railway mail service (and it was expected that the Hon. R. Lemieux, P.M.G., would have introduced an amendment which he had prepared to the Post Office Act at the last session of Parliament) were to have their maximum salaries increased and the annual increases of salary raised to some higher figure than $50. The idea of raising the annual increase from $50 to, say $100, is very necessary to the railway mail clerks, as the fact that they 'wear out' at an earlier age, through the exacting, exciting, dangerous nature of their duties, renders it very reasonable that clerks should receive their maximum salary after from seven and a half to ten and a half years' service rather than after fourteen and a half years' service. Not only are the daily duties physically and mentally trying, but they have a severe annual case examination to undergo which greatly increases the strenuousness of their official lives. One will meet very old men amongst all branches of the Civil Service but ours—old men can not stand the heavy strain that railway mail clerks have to bear. You have had great experience in the Civil Service, and will know that I do not exaggerate when I give these reasons why railway mail clerks should receive their minimum salary much earlier than at present.

And, from all the reasons I have given, railway mail clerks should be well paid, and should have their minimum salary, $400 increased.

(2) All doubt as to a railway mail clerk's standing when on duty should be set at rest by enacting an amendment to the Post Office Act giving him the legal standing of a passenger on the trains. This is not sufficiently clear at present.

(3) The railway mail clerks regret the fact that the qualifying examination for railway mail clerks is about to be made 'easy' for new appointees, as they think that nothing should be done to lower the quality of the clerks, but, while raising their pay, to also raise the standard of qualification.

(4) In the United States a railway mail clerk carries a 'commission,' bearing his photo, name, address, &c., which permits him to enjoy a certain amount of free transportation; while superintendents of the railway mail service obtain, when requested, half-fare tickets for the families of the railway mail clerks. Concessions of this kind are earnestly desired by the Canadian mail clerks from the various railways.

(5) Railway mail clerks have to purchase cases and several thousand cards, costing $3 or $4, to practice for their annual examinations. It would be a reasonable thing for the Post Office Department to supply cases and give each clerk a revised set of cards each year. The cases would last a life time, while the annual cost of the cards would, considering the gain to the service, be small, as only cards for new offices or changed offices would have to be issued after the first complete list.

(6) It occurred to me that the service would gain in many ways if the different railway post offices were visited by, say, an inspector, appointed for the purpose, once or twice a year. Such an officer might also conduct the annual case examinations. This officer would, I feel sure, see so many things to improve, that his appointment would be justified in a very short period. The railway mail clerks in London district have not received an official visit since some time before the death of the late Supt. A. G. McWhinney, which occurred several years ago.

(7) Railway mail clerks should not have to leave their cars to open letter boxes at stations. In a great many increasing cases the mail couriers perform this duty. They should do so generally. It is astonishing that some of our clerks are not killed or maimed when jumping on moving trains after opening station letter boxes—a Mr. Cousins lost a leg in this way some years ago. The matter should have been settled then. Opening letter boxes is more the duty of letter carriers or mail couriers than railway mail clerks.

(8) Railway mail clerks should not have to call for or deliver matter at initial or terminal points. It is a great hardship to them, and the adherence to the practice is quite inconsistent in many ways. At some points—Bridgeburg, Niagara Falls, Kincardine, &c.—clerks are excused from this duty, without the least trouble resulting. The clerks at Goderich, for instance, call for and deliver registered matter, the number of letters or packages being sometimes nil and often one or two, while a greater number of registered letters are carried by couriers between the trains and the post offices at Mitchell, Seaforth, Clinton and hundreds of other offices. Clerks commencing duty very early in the mornings and having but practically only a few minutes for meals at points where half their runs end, feel the hardships I allude to very much.

(10) Railway mail clerks should receive financial rewards or recognition of some kind should they make suggestions to the Post Office Department considered worthy of adoption. I know a case where a clerk suggested a long list of improvements without even receiving thanks.

(11) The railway mail clerks only number about 450 in all Canada. It would be hard to find any similar number of men in Canada who handle such a vast amount of valuable matter with such little loss—the whole of the registered matter (with trifling exceptions) for the Dominion and foreign countries passes through their hands. This should be considered when railway mail clerks are under discussion. Regarding registered matter in transit from city post offices to railway post offices, the post office transfer agent should have charge of this, not the railway mail clerks; but the latter could give the transfer agent receipts for all registered matter received by them at their cars from the transfer agents.

(12) Railway mail clerks all have to pass the qualifying examination before they are fully appointed. This should be considered another reason for giving them consideration, as many branches of the civil service make appointments without demanding any educational test. For instance, customs officers, who pass no examination (at Bridgeburg, for instance), commence their duties with salaries and allowances

as high as $900 or more per annum, while railway mail clerks, with all examinations, responsibilities, etc., which I enumerate, only receive about half this at starting; and it is many years (at present) before they receive equal salaries to customs officers.

In all Canada there are no more important, responsible men in the Government employment than railway mail clerks. Their duties are always increasing, as new offices are being steadily opened, new runs inaugurated, and the business of the country always making more work for the post office employees.

Some of the views herein may be more properly subjects for the controller of the railway mail service, but the matter of salaries in all its bearings will, I venture to think, be a proper subject for your committee, also the suggestion that the Post Office Act should be amended to give railway mail clerks the legal standing of passengers on the trains—they are such, of course, but the Post Office Act should say so.

Wishing you and your committee a pleasant and successful task, I remain,

Yours respectfully,

GARRETT O'CONNOR,

Railway Mail Clerk, B. & G. R., P.O.

MEMORIAL.

MEMORIAL of the inside staff of the letter carriers' branch of the Winnipeg post office to the Royal Commission appointed to investigate the conditions of the Civil Service of Canada.

GENTLEMEN,—We, the inside staff of the letter carriers' branch of the service, take this opportunity of expressing our deep satisfaction of your appointment, and with the hope that you may be helped and guided in your decisions the following particulars are respectfully submitted:—

We are employed in clerical duties of a very arduous and exacting nature, requiring great accuracy for their proper performance; we are, however, graded and paid as letter carriers, enjoying none of the privileges and benefits granted to men performing duties of a similar nature in other departments.

Briefly, the situation is as follows:—We sort the mail in the carriers' department. This sortation is of a very intricate nature, there being at the present time some 61 districts, to which several more will shortly be added, with each and every one of which all sorters must be perfectly acquainted. Owing to the rapid growth of the city, the opening of new streets, the large increase in number of business and residential blocks, the steady influx of new firms, and the constant moving of persons already established here, these districts are being continually changed and revised. Each change or new district added requires the re-arrangement of several districts, such changes necessitating on the part of the sorters an immediate learning of and adaptation to the new sortation, which can only be accomplished by men experienced in this kind of work. To be able to adapt himself to the ever changing sortation, a sorter must possess a thorough practical knowledge of the city and a first-class memory.

It is a well known fact in the Postal Department that the sortation of mail for the letter carriers' delivery is by far the most difficult sortation to learn and remember, and unlike the 'box' or 'dispatch' sorting is never the same for two consecutive weeks. In addition to this knowledge of the city and its sortation we are also required to be familiar with the rates of postage and to pass the same examinations as third-class clerks.

The men employed on inside duty were selected for their knowledge of the city and for their efficiency and reliability, and took up their new duties with the hope that the Department would place them upon the same footing, and grant them the

e privileges as senior third-class clerks. This it has, so far, failed to do, and we eal to you as fair-minded men to recommend such change. Taking into considera- ı the work we perform, we think our appeal a perfectly just and reasonable one . the granting of this request would have a beneficial effect upon the service, act- as an incentive to all carriers to perform their duties more conscientiously in the e of obtaining promotion, and would be a fitting reward for duty faithfully per- med.

Last April we, in common with other clerks, were informed that we would be re- ired to take the third-class clerks departmental examinations which we successfully sed. Since then several of the clerks have been granted increases of from $50 to)0 per year, but we have not received any increase. Our work is more arduous than .t of the carriers. We are on our feet all day, (or all night, as the case may be) ilst the carriers have the opportunity of sitting whilst sorting their mail. The finement of the office and the constant strain caused by working all the time under ificial light, is most trying to the eyes and wearing on the constitution.

Owing to the uncertain and late arrival of the trains, sorters are required to work ıll hours and cannot be sure of any definite time to themselves, or, the ability to il any engagements they may make. We are also required to take turns in work- on a night shift, which work is considerably more trying than any day work.

In view of the hardships and the knowledge and ability required of sorters, we ld respectfully suggest that the following recommendations be made:—

(1) That we be granted a senior third-class clerkship to date from time of pass- the examination.

(2) That from now on, all carriers promoted to inside work be granted an in- ıse on promotion, and a senior third-class clerkship on passing the third-class ex- nation.

(3) That those men added to our staff since that date be given an opportunity of ing at the first examination.

In conclusion we would point out that perhaps owing to the smallness of number nen in our department, the department may have overlooked us. Still our case is l and we only desire the recognition of our service and ability which should be ours.

Respectfully submitted this fifteenth day of October, nineteen hundred and seven.

We are,

Your obedient servants,

F. J. PERRY,
JAS. T. BOWIE,
JAS. GARDINER,
J. BLOMFIELD,
T. THOMAS,

J. CUTHBERT,
J. S. BURTON BENZIE,
JAS. R. AITKEN,
J. W. J. CUTHBERT, Jr.

INIPEG, MANITOBA,
October 15th, 1907.

LETTER CARRIERS' DEPARTMENT,
WINNIPEG, MAN., October 5, 1907.

GENTLEMEN,—I was promoted January 6, 1906, to the position of checker or in- ctor of the letter carriers of this city, succeeding Mr. J. Close, who found the rk to be too hard and tedious for him. He was in grade E, receiving the sum of 25 per day, and the month he resigned to go back on his old beat carrying mail ıs, I believe, advanced a further twenty-five cents per day. I was in grade C, re- iving $1.75 per day, and naturally expected and was led to believe by the post- aster here that if I performed the work successfully I should be advanced to grade at $2.25 per day. While the department recognized that it was worth $2.25 per y, and even gave Mr. Close twenty-five cents extra per day, I was informed that e department had no power to advance me from grade C to E, and I must wait

until I was entitled to grade D, in July, 1907. July the first came and I was advanced to grade D, and on August 1 I was advanced to grade E, exactly the same as the two carriers who entered the service as letter carriers with me. On May 25th last I passed the promotion examination with the rest of the city clerks, but up to the present have received no benefit, while the clerks have been advanced fifty dollars a year. What I contend is that I should be given a senior third-class clerkship to date from the first of August last. My duties are as follows: I check up the time of the letter carriers at seven o'clock in the morning and report any who may be late. From seven to eight o'clock I assist in sorting letters into the carriers' walks, or assisting in handing them their registered mail. From eight o'clock to eleven o'clock I walk around with a carrier, notice if he is doing his work properly and instruct him if he is not. From one o'clock to two thirty I again assist in sorting letters, and from two-thirty to about five-thirty I go again with the same carrier and see if he has enough work to do; if he has not enough, I give him some more from the nearest carrier to him who is overworked, or who is working longest, so as to try and even every carrier up to work not less than eight and a half hours each day. From five-thirty to six o'clock I write my report of my day's work to the postmaster here, deliver it personally to him and answer any questions regarding the carrier or walk I have been on, and tell the postmaster what I intend to do the next day. He then gives me any inquiries or complaints against carriers which he may have for me to investigate the next day. I usually work outside two days and inside one, or vice versa, because if a carrier is off sick or absent without leave I sort up the mail and the superintendent sends one of the men working inside, out to deliver it, and I stay inside and sort letters. In the winter it is the worst. I go prepared to work outside with heavy clothes on, and then often have to stay and work in the heat with heavy clothes and felt boots. Again, it is harder walking with a different man each day, as no two men take the same length of step, and again no two walks are alike. One day I am out on the prairie, the next climbing stairs in the heart of the city, and the next standing all day sorting letters inside. Also, being inside one day and out the next, I feel the cold more than if I was out in the cold all the time. Often when I come back in the winter evenings I have to wait twenty minutes to get my hands warm before I can write my report, whereas a carrier is active all the time, opening doors and receiving the hot steam through his clothes as it rushes out. I have to learn all the new men and lay out the new walks, also readjust the old ones according to their growth, and each time I change a walk I have to look forward to the next move. Winnipeg is like a chess board—you move this time to better the next. I often have to work at night at home adjusting, in fact am doing so now; have to lay out two new walks ready for the men as soon as we can get them. For the past three weeks I have been working inside, having charge of the register department and unpaid matter during the superintendent's holidays. He comes back Monday; so I start outside again at my own work. I also have charge of the carriers' ledger for charging up their uniforms. I could quote more, but it is taking up too much of your valuable time, but before concluding would state that each Xmas when I was delivering mail, before I was promoted to checker, I received from fifty to sixty dollars' worth of Xmas tips; now I receive nothing, so that I am really worse off and have more responsible duty to perform, also have to study for examinations and keep myself in touch with the Postal Guide, whereas a carrier has nothing to do but deliver his mail.

Trusting you will give my case consideration, and apologizing for taking the liberty to write you,

I remain, gentlemen,

Yours obediently,

J. S. B. BENZIE.

IONAL PAPER No. 29a

WINNIPEG, October 28, 1907.

Hon. Body of Civil Service Commissioners:—

OST HON. SIRS,—I respectfully request that you would grant me a little of your le time to take up a matter of grave importance to me, and if you will consider tition I am assured that you will remedy my grievance. I entered the service 3, passing my Civil Service examination in January, 1894, as a letter carrier y dint of hard work and strict attention to work and wants of the public, I rose position of assistant superintendent of carrier department of which fact I beg er you to Inspector W. W. McLeod. For a number of years I acted in this ty, having charge of all registered matter for city distribution and unpaid and moneys collected for same, and acting as superintendent in present super- lent's absence. For my fourteen years' work I would refer you to W. Gow, ntendent of carriers, and Postmaster P. E. McIntyre. During the last four I have repeatedly asked for some recognition of my work and a transfer to a nip to which I consider myself entitled owing to the nature of the work and re- bility which I was placed in. On the last return of Mr. D. W. Bole to the of Commons he promised to help me to secure a clerkship and succeeded in ob- g for me a position in the railway mail service, which position I could not em- owing to the age limit being 25 years. I next succeeded in interesting Mr. oss, Chief Superintendent of Post Offices, to take up my case with P. M. Mc- and D. W. Bole, and after innumerable interviews and vast correspondence cIntyre stated that Mr. Ross wished me to state exactly what I wished in a to him and he would lay it before the department. That is twelve months past ey have not even favoured me with a reply. I have up to three months ago still loing the duty of a clerk from which department I was removed to the regis- n department and am now engaged in same work as first and second class clerks uch more responsibility and am still rated as a carrier. All I ask is justice and recognition of my duty and work and may state that I was a firm supporter of Bole, also J. D. Cameron and Horace Chevrier and can refer you to any of gentlemen, and many other prominent men of this city. But I do not ask this olitical favour and if the honourable gentlemen of the Civil Service Commis- s after having obtained a statement from the post office officials under whom I worked from postmaster down, do not consider my application and petition rably reported upon as regards attention to duty, respect to the public and a at all times to improve the service and give the best of postal service to the irrespective of party, then I will be satisfied with their decision.

Your most respectful servant,

SIDNEY J. WOOD,
Registration Dept.

WINNIPEG P.O. REGISTRATION DEPT., November 11, 1907.

Chairman,
ivil Service Commission.
Ottawa.

EAR SIR,—I herewith take the liberty to ask if you would require me to furnish ith letters of recommendation from prominent business gentlemen, or leading s of the Civil Service Association, or may I trust that you will judge my case ts merit; should be pleased to furnish you with letters if you wish from both under whom I have had the honour to serve, and can assure you, Honourable at should you find my conduct and strict attention to duty has been and is such rant your promoting me to a second-class clerkship, can assure you that my

gratitude shall be shown by a strict and efficient service to the public on my part in every sense of the word. I may state that this is a matter of the very gravest importance to me, as I have striven to rise in the department, and have much pleasure in referring you to Winnipeg officials to that effect.

Respectfully yours,

S. J. WOOD.

MEMORIAL OF THE LETTER CARRIERS OF THE CITY OF WINNIPEG, MANITOBA.

To the Honourable the Royal Commission appointed to inquire into the conditions of employment and remuneration of the inside civil service of Canada.

GENTLEMEN,—We, the letter carriers employed by the Post Office Department at Winnipeg, Manitoba, wish to express our pleasure that a Commission, such as yours is, has been appointed, and that you have decided to consider a memorial from us dealing with the conditions of our branch of the service in Winnipeg.

We hope that our memorial may help you in making your final report, and that any suggestions or requests that we make may, by their reasonableness, receive your favourable consideration and approval.

We propose in this memorial to respectfully direct your attention to the following:—

A. The necessity for a higher rate of pay to meet the increased cost of living.

PROMOTION.

B. The impossibility by present Act of Parliament for a letter carrier to be advanced in service.

C. The benefit to the service to be derived from the adoption of some system of superannuation.

D. The injustice to us by withdrawal of pay during sickness.

E. Our uniform.

F. Our holidays.

G. The present hours of work and the advisability of a definite statement by department as to what constitutes a day's work.

A. The importance of work performed by letter carriers has made it a commonplace event in the daily life of our citizens, and it is upon their accuracy and integrity, in a great measure, that the efficiency of the service depends. Their fidelity, industry and efficiency in the discharge of duties so exceptionally severe in character have been topics of the most favourable editorial comment in the press of the Dominion of Canada.

His services are therefore valuable, and with every year's experience his knowledge of the work increases, and his value to the department and the public increases accordingly. His accuracy and reliability are such as to place him above the average man in the service. He is notably one of the hardest worked Government employees, and in addition to the severe discipline and hardships of the service, the postal laws prohibit him from engaging in any other gainful occupation while in the service.

If the question of living expenses enters into the consideration of letter carriers, as some contend, it is manifest that the present law does not make provision for the living conditions of to-day, as it is a matter of common knowledge that the cost of living has considerably increased.

Winnipeg is, without doubt, the 'boom' city of the Dominion, and its rapid growth has very materially increased the cost of living, so much so that the present pay of the letter carrier is quite inadequate to meet all demands with any degree of comfor

The scarcity of houses, as well as the recent by-laws passed by the city *re* the tary conditions necessary to make a house habitable, has increased rents to a high figure.

Owing to the rapid progress and growth of all industries in western Canada, and he large amount of railway contracts to be fulfilled, there is no doubt but that nipeg will, during the coming years, outstrip all past records.

Therefore, we would ask that you take into consideration the necessity to the er carriers of Winnipeg to have their present remuneration increased by 33⅓ per t.

We would at this stage refer you to attached table showing the increase in cost living to be over 60 per cent in last seven years; also the following resolution nimously adopted by Dominion Trades and Labour Congress at Winnipeg, Sepber, 1907.

RESOLUTION.

A. 'That whereas this Congress has on several previous occasions called the attenn of the Postmaster General and Minister of Labour to the conditions of service pay of letter carriers;

'That this Congress expresses its regrets that nothing has yet been done to remedy grievances complained of, and would therefore call the Minister's attention to the t that the cost of living is steadily advancing, and that this important question ch effects letter carriers as a part of labour, should receive his immediate and ourable consideration.

'And further, that this Congress respectfully desires to call the attention of the tmaster General to the recent legislation passed by the United States Congress, reby the salary of letter carriers is increased to $1,200 per annum on expiration ive years' service; also the fact that any carrier, or clerk, upon attaining the maxim salary of $1,200 are equally eligible to promotion to higher positions in the ser.'

B. Promotion.—Next to the question of wages is the grievance that the way to motion is at present barred to any letter carrier who may be qualified for same. is, we think is not creditable to a new country like Canada. Over a century ago nce, through Napoleon Bonaparte, her greatest leader, recognized the fact that any lier may have in his knapsack a field marshal's baton. Still the Canadian Post ice Department, up to the present, has entirely refused to entertain the idea that ility for a higher position may be possessed by many of her letter carriers. We uld, therefore ask that you recommend an Act which will rescind the present Act d make it possible for a letter carrier to be advanced to a more remunerative posin.

C. Superannuation.—We would respectfully suggest that you recommend the induction of a more liberal Superannuation Act to take the place of the present sysns. The present Superannuation Act only allows of a carrier working under this t to claim superannuation after 35 years of service. This, we claim to be too long d desire Act amended to read, 'after 25 years' service.'

In 1898 the Acts relating to superannuation of Civil Servants was made inapplible to all entering service after that date, and in lieu thereof the Retirement Act s passed for the Service. By the Retirement Act a five per cent deduction is made m the carriers already too small salary. Said reduction is held in trust by the Dertment until retirement of carrier when his own money is returned to him with 4 cent compound interest. You will readily perceive that all the Department proles for a carrier under the Retirement Act for his many years of faithful service per cent interest on his own money.

It is desirable that all carriers under Retirement Act be given the benefit of t Superannuation Act as amended by our suggestion, and that service counts from da of appointment under Retirement Act. This, we feel sure, will add to the stabili of the service by the retaining of experienced and efficient men.

D. Sickness.—The letter carriers are the only Government employees who ha their wages docked during sickness, even when it is recognized that by the very natu of their duties, they are of all employees the most exposed to contagion, and to illne by the effects of the severe climate. Especially is this so in Manitoba. We wou therefore ask that your honourable body consider the advisability of giving a carri his pay during a severe illness or when incapacitated for duty by accident and th you recommend accordingly.

E. Our Uniform.—Much dissatisfaction is expressed in Winnipeg owing to pr sent method of serving uniform. Considerable delay is caused by the fact that tl clothing is made at such great distance from Winnipeg, especially so when misfi occur. Misfits have been general this summer, so much so that several of our m have not had their summer uniforms up to present, October 3rd. It is not healtl to wear the heavy winter uniform during summer time in Manitoba. We woul therefore, submit to you for your consideration the following proposition which v hope you may recommend in your report:—That the carriers' uniforms be made whe possible locally in the several cities where carriers are employed.

F. Our Holidays.—Owing to the enervating strain of a letter carrier's work, v would ask for a longer period of vacation, and that said vacation be allowed betwe April 1st and October 31st.

From November 1st to March 31st weather in Manitoba is not suitable for ho days owing to severity of climate.

G. Hours of Labour.—At present a letter carrier's day's work may be anything ov eight hours. This, we think, shows lack of system, and certainly on very many c casions is a great injustice to us.

Eight hours per day, 48 hours per week, exclusive of Sunday, with overtime pa at the rate of rate and a half, and that double pay be paid Sunday as at present, v think is only a reasonable request from us.

In conclusion, we wish to point out that the west is a country of young men a our staff in Winnipeg is composed of young, active men, most of whom are under years of age and have passed a strict medical examination previous to appointment.

L PAPER No. 29a

BLE showing the increase in the cost of living since the year 1900.

Article.	Cost, 1900.	Cost, 1907	Increase.
	$ cts.	$ cts.	p.c.
	15 00	25 00	66⅔
	33 00	44 00	33
	9 50	11 00	16
	4 50	9 00	100
	1 00	2 00	100
ek	10 00	21 00	110
	2 50	2 85	14
	0 05	0 07	40
	0 06	0 10	66
	0 06	0 10	66
	0 20	0 30	50
	0 15	0 25	66
	0 40	0 50	25
	0 40	0 45	12½
	0 05	0 06	17
barrel	3 50	7 00	100
r bushel	0 20	0 50	150
uality	0 15	0 22	47
r quality	0 09	0 14	55
	0 15	0 25	66
	0 10	0 18	80
	0 15	0 20	33
	0 14	0 22	57
	0 16	0 24	50
	0 07	0 12	71
	0 25	0 35	40
	0 10	0 15	50
eck shave	0 10	0 20	100
Average increase per cent			60⅞

WINNIPEG, October 8, 1907.

ervice Commission,
Ottawa.

MEN,—Hearing of the possibility of our needs coming before you, I beg to bring my case before you. In providing for a wife and three children l every means of making ends meet and cannot do so. As you are aware, our monthly wage is $48, less 5 per cent taken off for retirement fund. t I pay $25 rent, which leaves exactly $23 to pay for wood at $9.50 per verything else equally expensive. I have now been fourteen months here, ıe winter upon us immediately we feel that without your sympathy in this ıave good cause to dread it. I would like to say that last winter, but for ıssistance of Mr. McIntyre (the postmaster). I should have found it im- have held on, as it was I had just simply, in the matter of clothing, the ed in, and the remainder of the family were as poorly off. Trusting you r case every consideration in your power,

I remain,
Yours obediently,
JOSEPH DIXON,
Clerk, G. P. O., Winnipeg, Man.

½

WINNIPEG, MAN.

To the Hon.
The Civil Service Commission,
Ottawa.

GENTLEMEN,—As one of the lowest paid officials of the postal branch of the service, and as one to whom the result of the Commission is of vital importance, I beg to lay our case before you. My salary is $400 per year with the usual allowance, less 5 per cent deducted as a retiring fund. Out of my salary of $46 per month I have to pay $25 per month rent, leaving me $21 with which to provide fuel and light, food and clothing for myself, my wife and my children.

I have up to the present been able to manage with the aid of a small sum of money I had at my disposal, but, having at last come to the end of my resources, I am reduced to the painful necessity of making my case public, with the sincere hope that by so doing it may be the means of saving others from being placed in the position with which I am confronted.

Owing to the increased cost of living, many articles usually considered necessaries are denied to us owing to their prohibitive cost, and the problem of how to live decently has really become acute. The winter season now so rapidly approaching is looked forward to with dread for the extra expense it must of a necessity entail in the purchase of fuel, etc.

During the last two years the expenses in connection with doctors' and nurses' fees, medicine, etc., has been very heavy, and what this has meant to us in our strained circumstances can be better imagined than described.

In this I have merely touched upon a few of the disadvantages under which we live, but sufficient, I trust, to show that reform is badly needed. Therefore, I will conclude, resting assured that our case will receive that attention which it assuredly deserves.

Your obedient servant,
FRANK R. SUTTON.

To J. K. BARRETT, Esq., LLD.,
President of the Dominion Civil Service Association of Western Canada.

DEAR DOCTOR,—The railway mail clerks of the west who are members of this association, desire to express their satisfaction at the appointment of yourself and the other gentlemen chosen to represent the case of the Civil Servants of Western Canada to the honourable the Civil Service Commissioners.

The railway mail service is one of the largest branches of the Civil Service in the west and as most of the other large branches are represented on the delegation named to appear before that honourable body, they would consider it a favour if you would personally see that their especial grievances are properly brought to the attention of the Commission.

Before entering upon a detailed statement of those grievances, we wish to say that we cordially approve of the memorial prepared by the Civil Service Association of Western Canada and wish to make it, *in toto*, a part of our views.

The railway mail service, however, on account of its peculiar duties and responsibilities, differ largely from any other branch of the Civil Service either in our own department or in any other department of the Federal Government. This marked difference in our duties and responsibilities, naturally creates a marked difference in our grievances. In order that you may have an intelligent understanding of these grievances and the measures we consider would place us on a fairer standing, we beg leave to say:—

1. In the general memorial presented by our branch of the service to the Commission, it is asked that the maximum salary be raised from $1,200 to $1,500 and that the

arly increase be advanced from $50 to $100, &c. The western mail clerks feeling e immediate necessity of financial relief ask that any increase granted them would at once added to their salaries, and if the increase amounted to twenty-five per nt and is at once added to their salary, they would suggest that that (twenty-five r cent) percentage would govern the maximum, &c.

'We think a railway mail clerk should be exempt from further examinations ter he reaches his maximum salary. It is quite evident he is well qualified, and rther examinations should be unnecessary in his case.'

This might be made to read: After he has served twenty or even twenty-five years.

'Without at all claiming to be a superior class of men to clerks in the city post ice or the inside service, we do claim that the difficulties and dangers by which we e surrounded while engaged in our work demands superior qualifications to either these branches and entitles us to a higher remuneration for our services.

'Let us compare our duties with the duties in a city post office. The work in a ty post office is carried on in a well lighted and well ventilated room. It admits of division of labour: one clerk takes charge of registered matter, a second sorts letters, wspapers are sorted by a third, while a fourth clerk perhaps looks after the receipt id despatch of mails. Thus the confusion and liability to error inseparable from stily turning from one class of work to another is avoided. Not so, however, with ie railway mail service, for one clerk carries on all these duties often alone and amid ie tumult and disorder of a rapidly moving train, the air of the car vitiated by the rning lamps or reeking with smoke and dust. He has to accommodate himself in rrying on his work in postal cars of various sizes and designs gotten up without re- ard to the requirements of his route, and change from time to time without notice suit the convenience or caprice of the railway officials.'

'It is said that the mileage allowance to railway mail clerks fully compensates im for the smallness of his salary. Let us examine this statement. The Toronto istrict, where the average mileage for each clerk is about $240 per annum, and we nd that each clerk has to pay out a large proportion of this sum for meals and sleep- ig accommodation during his absence from home on duty. Add to this the increased xpense inseparable from such a manner of living, and we find but a small pittance ft to compensate him for the inconvenience and the irregularity of his life, to say othing of the ever-present risk of life and limb to which he is exposed while on duty.'

In the west the mileage owing to the longer distances travelled is somewhat igher, but the expenses are also higher. Both in the east and in the west this mileage s given to defray the expense incurred in living while away from home. It is not too nuch to meet that expenditure, and if mail clerks are forced by the smallness of their alary to save a trifle out of their mileage, it is always done at the expense of their ersonal comfort if not their necessities. This mileage should, therefore, not be taken nto account under the head of salary.

'As twenty-five years' service in a postal car is as hard on a man as thirty-five ears in an office, we think that the age at which a clerk may be superannuated should e reduced from 65 to 50 years, and the length of service reduced from 35 to 25 years; lso that the superannuation be restored to recent and new appointments, or at least ive them the option of superannuation or the retirement fund.'

This argument is sound, but we think for the same reasons that a railway mail lerk who has served thirty years on the railroad should be allowed to elect for super- nnuation. The Act should be amended to read 'may superannuate,' instead of 'may e superannuated.'

'We think that the postal car should not be placed next to the engine as at esent, but that at least one or two cars should intervene, baggage and express.

'There is no position in the Government more exacting than that of a postal clerk d none that has so many requirements. He must not only be sound in wind and mb, but possessed of more than ordinary intelligence and a retentive memory. His rk is constant and his recreation study.

'He must not only be proficient in his immediate work, but he must have a general knowledge of the entire country so that the correspondence he handles shall reach its destination at the earliest possible moment. He must know no night and no day. He must be impervious to heat and cold. Rushing along at the rate of forty or fifty miles an hour in charge of that which is sacred—the correspondence of the people—eating his meals as he may ; at his home only semi-occasionally, the wonder is that men competent to discharge the duties of so high a calling can be found for so small a compensation.

'They have to take the extra hazardous risk of their toilsome duties. There are no public offices which are so emphatically "public trusts" as those whose duties comprise that of handling the correspondence of the people, because upon the proper and skilful performance of that duty depends—to a far greater degree than in the case of any other function accomplished through Government agency—the business and social welfare of the entire community.'

We would like to call the attention of the Commissioners to the dangers that surround the railway mail clerk and of the serious accidents that occur. There have been quite a number in this district, and in each case the injured clerk has had to employ legal help to obtain compensation from the railroad companies. This means that a railway mail clerk, with no financial status, has to enter upon a long and most expensive lawsuit with a railway that has all the legal machinery at its disposal to delay and postpone the day of compensation. We are of opinion that if the injured mail clerk makes good his case to his department, the Government should deal with the railroad and obtain justice for its injured officer.

Owing to the dangers attending on the duties of railway mail clerks, accident insurance companies charge them fifty per cent higher premium than is charged to other civil servants. The fact that they are engaged in dangerous occupations compels them to carry accident policies. The ordinary premium is $5 per $1,000, while we have to pay $7.50 per $1,000. Most clerks feel it their duty to carry an accident policy of at least one or two thousand dollars.

All of which is respectfully submitted by the railway mail clerks of Western Canada.

J. E. NORRIS.

WINNIPEG, October 15, 1907.

OTTAWA, May, 23, 1907.

SIR,—I beg, in answer to your letter of May 18, 1907, asking for certain information regarding this department for the use of the Civil Service Commission, to forward you herewith statements of the staff of the department for 1892 and 1906 as requested.

It is very difficult for me at present to determine whether there is any increase in the business of the department for 1906 over 1892. The increase of expenditure on account of salaries of permanent and temporary employees, however, is about $400. This can be more than accounted for by the increased scale of salaries fixed by the Civil Service Act of 1903.

Your obedient servant,
(Signed) RODOLPHE BOUDREAU,
Clerk of the Privy Council.

THOS. S. HOWE, Esq.,
Secretary of the Civil Service Commission,
The Senate, Room No. 2.

Summary.	Year 1892.	Year 1906.
	$ cts.	$ cts.
Cost of Permanent Staff	20,354 96	27,412 50
Cost of extra services	9,796 67	3,171 93
	30,151 63	30,584 43

Permanent staff of the Privy Council office in the year 1892:—

Name and Rank.	Salary.
John J. McGee, deputy head, clerk of the Privy Council	$ 3,200 00
Joseph Pope, chief clerk, asst. clerk of the Privy Council	2,400 00
And private secretary to Premier, 4 months	200 00
W. H. Lee, first class clerk	1,800 00
F. K. Bennetts, first class clerk	1,400 00
J. G. Foley, first class clerk and deputy clerk of Crown in Chancery, from 2nd April, 1892	1,287 00
R. W. Baldwin, second class clerk	1,400 00
F. Newby, second class clerk, from 1st July, '91 to 9th February, 1892	818 00
P. J. Brennan, second class clerk	1,400 00
S. Lelievre, second class clerk	1,400 00
D. C. F. Bliss, second class clerk	1,200 00
H. A. May, third class clerk	750 00
O. L. E. Moll, third class clerk, for 9 months at $600	450 00
J. McElroy, third class clerk, 6 months at $550; 6 months at $600	575 00
C. J. Keating, third class clerk, 3 months at $500	125 00
M. Naughton, doorkeeper	700 00
B. Chilton, messenger,	500 00
A. Robertson, messenger	500 00
W. Groom, messenger, 6 months	219 96
	$20,354 96
Clerk of the Crown in Chancery, attached to the Privy Council office:	
S. E. St. Onge Chapleau, chief clerk, clerk of the Crown in Chancery	2,400 00

Memo. of extra services and temporary clerks in the Privy Council office for year ending June 30, 1892.

Name and Service.	Amt. paid.
S. T. Ami, proofreading	$ 4 00
M. F. Baldwin, copying	375 00
Miss A. Barry, temporary clerk	40 00
Lucien Bance, French translation	10 00
Mrs. E. Baudry, extra clerk,	400 00
Frank Beard, private secretary, Dec. 5th to 30th June, at $100	227 93
H. A. Bliss, extra clerk	511 65
Denis Burke, extra clerk	1,002 00
L. Burns, extra messenger	377 16
F. Chadwick, extra clerk	662 00
W. C. DesBrisay, extra clerk	230 00
T. Devaney, copying	60 00
J. M. Dowdall, extra messenger	330 32
J. R. Fraser, extra clerk	454 50
J. R. Fraser, copying	115 50
E. Higgins, copying	119 50
G. G. Kezar, extra clerk	541 60
J. M. J. Lefebvre, extra clerk	516 00
Wm. Loux, M.D., extra clerk	1,092 00
Miss K. Macdonell	220 00
Miss K. Macdonell	300 01
J. Macdonell	505 00
A. C. Macdougall	57 00
T. J. Morris, extra clerk	178 95
Bruce Munroe, extra clerk, copying	40 00
J. M. Plunkett, extra clerk	546 00
W. A. Polette, extra clerk	214 50
Henry Potter, extra messenger	51 00
Alphonse Raby, French translation	10 00
J. Stock, extra messenger	20 00
W. Streachey, extra clerk	282 05
J. H. Tracey, extra clerk	273 00
	$9,796 67

NOTE.—From above information see Auditor Generals Report for the year ending 30th June, 1892. Sessional Paper No. 1A 1893.

Permanent staff of the Privy Council office for the year ending June 30, 19

Name and Rank.	Salary.
John J. McGee, deputy head, clerk of the Privy Council	$ 4,000 00
R. Boudreau, chief clerk, asst. clerk, of the Privy Council and private secretary to Premier	2,250 00
F. K. Bennetts, chief clerk	2,000 00
J. P. Foley, chief clerk, deputy clerk of Crown in Chancery	1,950 00
D Burke, first class clerk	1,500 00
E. B. Wood, first class clerk	1,500 00
P. W. Baldwin, first class clerk, 8 mos. salary, superannuated	1,000 00
W. W. Campbell, first class clerk	1,500 00
E. J. Lemaire, first class clerk and asst. private sec., to Premier.	1,512 50
H A. May, first class clerk	1,300 00
J. McElroy, first class clerk	1,287 50
C J. Keating, junior second class clerk	1,100 00
G. G. Kezar, junior second class	1,050 00
H. W. Lothrop, junior second class	950 00
P G. Miller, junior second class	912 50
J. G. Macdougall, junior second class and asst. prvate sec. to Premier	1,150 00
J. M. Plunkett, junior second class	1,050 00
B. Chilton, doorkeeper	700 00
L Burns, messenger	700 00
	$27,412 50

Office of Clerk of Crown in Chancery attached to Privy Council Office.

H. G. Lamothe, Clerk of Crown in Chancery	2,500 00
F. Chadwick, second class clerk	1,400 00

NOTE.—See Auditor General's Report for year ending 30th June 1906.

ESSIONAL PAPER No. 29a

Memo. of extra services and temporary clerks in the Privy Council office for the ar ending June 30, 1906.

Name and Service.	Amt. paid.
Miss M. S. Hearn, extra clerk, classifying old records	$ 300 00
Mrs. W. Loux " "	300 00
Miss A. Macdonell " "	300 00
Mrs. A. F. McIntyre " "	300 00
Wilfrid Larose, translation Speech from the Throne	30 00
Miss M. H. Sullivan, typewriter for Hon. W. Templeman, 6 m. 2 d. to July 16, 1906	262 85
Jos. Mailhot, extra messenger	469 12
H. Potter "	609 96
Tabor, A. H. "	600 00
	$3,171 93

NOTE.—For above information see Auditor General's Report for year ending 30th June, 1906.

PRIVY COUNCIL, CANADA,
OTTAWA, June 11, 1907.

T. S. HOWE, Esq.,
Secretary, Civil Service Commission.

DEAR SIR,—In accordance with the request made by the chairman of the Civil ervice Commission when I was examined before the Commissioners on the 7th inst., beg to submit the accompanying memorandum.

Yours truly,
(Signed) F. K. BENNETTS

Memorandum.

Submitted herewith is a brief comparative statement of the work of the Privy uncil office for the years 1891-2 and 1905-6, being the years for which a financial tement has already been submitted, as well as the work for the present year up to 10th June instant.

OTTAWA, June 10, 1907.

	July 1, 1891, to June 30, 1892.	July 1, 1905, to June 30, 1906.	July 1, 1906, to June 30, 1907.
Number of Reports to Council, Despatches, &c., received in the Privy Council Office	4,195	4,462	4,963 (By June 30, this number will exceed 5,000.)

OTTAWA, June 7, 1907.

Mr. F. K. BENNETTS, called and sworn and examined.

By the Chairman:

Q. You are assistant Clerk of the Privy Council?—A. Yes.
Q. There has been a change in the Privy Council staff?—A. Yes.
Q. The former clerk, Mr. McGee, has just been superannuated?—A. Yes.
Q. The present clerk is Mr. Boudreau?—A. Yes.

Q. When did Mr. Boudreau's appointment take effect?—A. On the 6th of May last.

Q. You have been 32 years in the service?—A. Yes.

Q. Always in the Privy Council office?—A. I was for ten weeks in the Department of the Interior.

Q. But with that exception you have been continuously in the Privy Council office?—A. Yes.

Q. You were formerly chief clerk, what is your present position?—A. I am the assistant clerk.

Q. What are your duties?—A. I assist the Clerk of the Council in the working of the office and in the clerk's absence I certify to orders in council; and take charge of the department.

Q. You were to have a statement prepared and sent in showing the expenditure of your staff for the last fiscal year and also in 1892, that is at the time of the last commission, when, by the way, you also appeared as a witness?—A. That is up to March 30, 1907.

Q. We want to compare the expenditure?—A. We have given you a statement up to 1906.

Q. Yes, I find here a statement comparing 1906 with 1892. Practically the cost of your department is about the same, being $30,151 in 1892, and $30,584.63 in 1906?—A. Yes.

Q. How many chief clerks have you in the department?—A. Three. I speak of the Privy Council office only. Mr. Lamothe is attached to our office. Including him the number would be four.

Q. Mr. Lamothe is clerk of the Crown in Chancery and issues the writs for elections?—A. Yes. His office is quite distinct from ours.

Q. But he is attached to your office?—A. Yes.

Q. You were chief clerk before you were made assistant?—A. I have been a chief clerk since 1902.

Q. Has there been a chief clerk appointed to succeed you?—A. Yes, Mr. Lemaire.

Q. The Prime Minister's present secretary?—A. Yes.

Q. He has the confidential work attached to the Premier's office?—A. Yes.

Q. And Mr. Foley, what is his rank?—A. He is a chief clerk.

Q. And also deputy of the Clerk of the Crown in Chancery?—A. Yes.

Q. That is to say, at election times?—A. He is Mr. Lamothe's deputy.

Q. Attached to the department, though, apart from the Clerk of the Crown in Chancery, there is an assistant clerk and one chief clerk?—A. Yes.

Q. How many first-class clerks have you got?—A. Two.

Q. Is their work pretty much the same as that of second-class clerks?—A. An endeavour is made to apportion the work among the various classes according to grade. It is impossible to do this always as we frequently have a great amount of urgent work with which all are required to assist.

Q. The work of the Privy Council office consists in references from the other departments under the several statutes?—A. Yes.

Q. And in the receipt of dispatches received by His Excellency from the Colonial Office which have to be transmitted to the different departments?—A. Yes, and in the preparation of Minutes. Minutes are prepared upon every report sent in by the several departments except those referred to the Treasury Board. The preparation of these Minutes is very confidential work, requiring some experience in procedure, intelligence and ability. Minutes have to be prepared correctly and quickly.

Q. What other work is there attached to the department?—A. The keeping and classification of our records. We have a great number of papers which we are trying to classify in such a manner that we may easily and quickly find any that may be required during the meetings of Council or for Parliament, or for other departments. We also make copies of Orders-in-Council for the various departments.

Q. Your records after a certain age should become historical?—A. I believe that records prior to 1867 are to be transferred to the Archives. We are only to deal ı records since Confederation; that is the scheme in contemplation. We have transferred them yet, but we shall do so.

Q. You have records which date back to the first year of the Privy Council's ence?—A. We have the records of the original Council held in 1863.

Q. Just after the conquest of Canada?—A. Yes, after the Peace of Paris.

Q. Then you propose, practically, to turn over to the Archives all the records our department prior to Confederation? That is the scheme now?—A. Yes, that ıe scheme the Government have formulated.

Q. You have not a very extensive staff?—You have only six second class clerks rding to the last Civil Service list. I suppose that number has not been in- sed?—A. Yes, there has been one promotion, Mr. Kezar.

Q. And five junior second-class clerks?—A. Yes.

Q. Mr. Kezar was promoted to second-class? A. Yes.

Q. When did that promotion take place?—A. On April 1, this year.

Q. Was a new man appointed to succeed him?—A. No. A new appointment made in Mr. Lemaire's place; a Mr. De Martigny. He was appointed Assistant etary to the Prime Minister.

Q. All appointments and promotions have been made by Order in Council?—A.

Q. They are examined first by the Treasury Board and sent to you?—A. Yes.

Q. What happens when the Privy Council receives the Treasury Board minute? . We prepare a minute upon the report from the Treasury Board and submit it Council. Council passes upon it, and it is then sent to the Governor General for oval and signature. After approval we distribute copies to the various depart- ts concerned.

Q. You enter up the Minutes of Council?—A. We index them in a special register.

Q. Every case?—A. Every case from the Treasury Board and every Minute of ncil is entered in the register and indexed.

Q. You do not keep what are called state books now?—A. We do not. That was ished in 1882.

Q. Prior to 1882 there were several bound volumes in which all the records of state were entered by hand?—A. Yes.

Q. But that was abolished twenty-five years ago?—A. Yes.

Q. What system have you now of keeping day by day the records of council?—A. have a book in which we keep day by day the records of Council. Everything that es Council is entered there by number. We keep a record of meetings of Council.

Q. And you have a record of the members who attend?—A. Yes.

Q. And after His Excellency approves the Minutes of Council you advise the ral departments that are concerned?—A. Yes, we send copies to the departments rested.

Q. In addition to what you have stated certain commissions have to be issued, you advise the Secretary of State?—A. Yes.

Q. And when appointments are made they have to be gazetted?—A. That is done he Department of the Secretary of State.

Q. That department advises the King's Printer to announce the appointments in *Gazette*?—A. That is appointments which require to be published. We do that on isitions from the department in which the appointment is made.

Q. Coming now to the subject of dispatches. You send a dispatch if it has refer- to the matter of stamp duties after receiving it from the Governor to the Minister inance?—A. Yes.

Q. He replies by a Minute which is approved by Council?—A. He replies by a rt which is turned into a Minute and passed by Council, and copies are sent to

whoever should receive it, probably the Governor General's secretary for the Colonial Office.

Q. You advise His Excellency's secretary?—A. Yes.

Q. Sending him the Minute of Council?—A. We send him the Minute for approval by His Excellency, and after approval send copies to be forwarded to the proper destination.

Q. Are you careful now to advise the whole of the departments respecting matters in which they are materially interested?—A. Do you mean in respect to dispatches?

Q. No?—A. You mean altogether? Yes, so far as we possibly can we advise the departments of everything in which they are interested.

Q. For instance, assuming the Department of Railways and Canals recommends to Council that a payment should be made of $200,000 to some railway company for subsidies under the Railway Act, do you send a copy of that to the Department of Finance?—A. Certainly.

Q. There used to be continued friction about that?—A. Yes, I have heard so.

Q. Now the departments interested are duly advised of all matters which may affect their daily work?—A. Certainly, at once. Copies of all orders respecting payments are sent to the Auditor General, and any payment over $20,000 is sent to the Finance Department.

Q. And apart from the financial business, other departments may be interested in other matters which may affect their daily work?—A. If we have any means of ascertaining that other departments are interested we send them a copy.

Q. In fact it is now the aim of the officers of the Privy Council to be on good terms with and advise the other departments as to everything that is going on?—A. Yes, certainly. That is of everything that it is proper the departments should know.

Q. Always bearing in mind the fact that the work of the Privy Council office is secret and important?—A. Yes, some of it is highly confidential; some of it is pure routine.

Q. The Finance Department now is not in a position to have a demand made upon it for a quarter of a million of dollars without knowing if something was going to happen?—A. No.

Q. What are the office hours of the Privy Council office?—A. They are supposed to be from 10 to 4. Of course if there is any work to do we stay later, and if Council is sitting we remain until it breaks up.

Q. You have to stay while Council is sitting?—A. Yes.

Q. And during the recess Council frequently sits until 6 or 7 o'clock at night?—A. Usually until 6 o'clock.

Q. That is during the recess, but during the session they sit from 2 to 3 o'clock?A. Yes, during the session.

Q. Except on Saturdays?—A. Except on Saturdays and holidays, and then the sittings of Council usually last from 11 a.m. to 6.30 p.m.

Q. Are the Orders-in-Council now promulgated quickly after approval by His Excellency?—A. We try to promulgate them within 24 hours.

Q. That is right. There is no delay in issuing Orders-in-Council then?—A. There is rarely more than 24 hours' delay.

Q. What leave of absence is granted to the staff of the Privy Council office?—A. The usual Civil Service leave.

Q. I suppose in a small department there is a certain amount of generosity displayed?—A. That has to be done. You see the men are kept over hours on Saturday afternoon and on holidays. We have only had one Saturday afternoon off since the first of January, if my memory serves me right, and that was last Saturday afternoon.

Q. Do you keep an attendance book?—A. Yes.

Q. Is that under your control?—A. The clerk of the Council controls it. When he is not there I look after it.

Q. Is your office continuously open ?—A. Yes.

Q. Is there always somebody there to answer questions?—A. Yes.

By Mr. Fyshe:

Q. Is your staff sufficient?—A. I think that if we had one more man we would ve quite enough.

By the Chairman:

Q. All your offices are in the same building ?—A. Yes, all together.

Q. We will be glad to receive from you any suggestion you feel disposed to mbody in a memorandum?—A. Thank you. I may say, we really have a good in-lustrious hard-working staff.

Q. Considering the irregular quality of the work required from you, you have an efficient staff?—A. Yes.

Q. And with the exception of the one additional clerk, you think you have a sufficient staff?—A. I think if we had one more man we would have enough.

Q. To help with what?—A. To help with the typewriting.

Q. You have no women in your department?—A. No.

Q. Do you think you can get the men you want at $500?—A. $500 is a very small salary now-a-days.

By Mr. Bazin:

Q. Could you not cope with your present work by having shorter hours for luncheon?—A. I do not think so; at times the staff is very hard pressed.

By Mr. Fyshe:

Q. I suppose your typists are at the beck and call of everybody who wants something writtten ?—A. No, there is only one chief clerk, the Clerk of the Council.

Q. But he does not control the typewriters?—A. He gives the work to the clerk in charge of copying room; no one else gives them work, except in rare instances.

By the Chairman:

Q. Another source of pressure, I suppose, is the calling for additional Orders-in-Council by departments?—A. Yes. We try now to make all the copies at once. Under the old system of handwriting a separate copy was made for every department that wanted it. Now, we make all the needed copies at once on the typewriter.

By Mr. Fyshe:

Q. Do you think that the general introduction of the typewriter has tended to promote or increase work?—A. It has decreased work with us because we make several copies at once.

Q. But in an office where you do not require copies it seems to me the typewriter increases the work?—A. I think it may possibly be so in some instances.

By the Chairman :

Q. Practically in the Privy Council office you have no correspondence?—A. Very little.

Q. The object of Mr. Fyshe's questions seemed to point to the belief that typewriting and stenography tend to diffuseness?—A. Yes, perhaps so.

By Mr. Fyshe:

Q. Does the stenographer use the typewriter as well?—A. We have no stenographers in our department. We have very little correspondence, and there is no need

for stenographic work. As I say, in our department typewriting has tended to diminish the labour, because all the copies of documents required are made at once.

Q. Is it not a fact that good penmanship is dying out?—A. Yes, to a certain extent. Men do not write as well as they did. The new clerks that I see do not write as well as the older clerks.

Q. I think it is becoming painfully conspicuous?—A. You cannot help it. When men beat keys all the time their hands are spoiled for good penmanship.

Witness discharged.

MEMO.—I may say that we have a very industrious, efficient staff, who give their services zealously whenever required—within or beyond office hours. I think this fact should not be lost sight of when any scheme for the betterment is under consideration.—F. K. BENNETTS.

OTTAWA, June 6, 1907.

ıe Royal Commission on the Civil Service met this morning at 10.30 o'clock.

·esent:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

r. FREDERICK MONTIZAMBERT, I.S.O., sworn and examined.

By the Chairman:

. You are the Director General of Public Health?—A. Yes.
. You are a Doctor of Medicine of Edinburgh University?—A. Yes.
. And Fellow of the Royal College of Surgeons in Edinburgh?—A. Yes.
. You have been forty-one years in the service ; you came in before confedera- What salary do you now get?—A. $4,000 a year.
. Will you explain what are the duties of the Director General of Public ı, and how they are carried out?—A. I began as local medical officer in the ıtine station in 1866, and from being only the local officer in charge there I ven general charge of the whole quarantine service of Canada on both coasts in but continuing to keep the local office at Grosse Isle. In 1898 the Minister that that was inconvenient, as he wanted my services sometimes at other sta- So that in the autumn of 1898 he relieved me of the local work and brought re.
. Were you in Toronto then?—A. I spent my winters in Toronto. I had service ght months, and during the other four months I lived in Toronto with my '; that was from 1891. In the autumn of 1898 the Minister moved me here, with :le of Director General of Public Health, and under the same Order in Council me the sanitary adviser of the Dominion Government and inspector of the Tra- Lazaretto. My duties now consist of the administration of my branch directly the Minister, with the rank of deputy minister. This takes in the quarantine ɜ of both coasts and along the frontier; and under the Public Works Health Act ɜ the administration of the sanitary condition of the workmen at all the railway ənal construction camps throughout the country; and under the Act respecting y passed at the last session, my duties at Tracadie have been enlarged to embrace ɜ leprosy cases throughout the Dominion. I submit a memorandum regarding ıties of my office (memorandum read and filed).
. You also put in a copy of the order in council of 1899 appointing you Director al of Public Health with the rank of Deputy Minister?—A. Yes.
. Then, by Act of Parliament of the session before last, your were placed by law rank of a Deputy Minister?—A. Yes.
. Quarantine deals with the exclusion of unhealthy people from entering the ıion?—A. Yes.
. Have you any clerical staff here?—A. I have only a small clerical staff in the My outside staff consists of about 76. I am allowed to make use of the staff Department of Agriculture so far as the Accountant's Branch and the Corre- ɜnce are concerned. I have one clerk and stenographer in my office.
. You are frequently called away by official duties?—A. Constantly.
. Who is there to take your place at headquarter at Ottawa?—A. No professional

Q. What would happen if there was an outbreak of smallpox?—A. By arrangement with Colonel Jarvis, I keep my position in constant knowledge of the department, and I am always in telegraphic communication with the department; so that while I am on either coast I can be applied to for instructions, and if necessary take the first train back, or to the point where I am required.

Q. While you were at Grosse Isle, you had a certain leisure during a portion of the year. Do you have leisure to-day?—A. Not a day.

Q. When have you had a holiday?—A. I have not had a regular holiday in ten years. The only holidays I get are on my tours of inspection. When I go to the Atlantic coast I take a day or two at Cacouna on the way down or on the way back. My first step after leaving here is at the Tracadie lazaretto. There are only two trains a week from Bathurst, and I leave here on Friday, and on my way down stop a day or two at Cacouna and take the train at Bathurst at eight o'clock on Tuesday morning.

Q. How do you propose to remedy that state of affairs, that a permanent official cannot take a holiday.—A. I can take a holiday. It is only my sense of duty that stands in the way.

Q. Cannot some means be provided for you to take a holiday?—A. I do not want to be considered as not taking a holiday, because my travelling is a holiday to me. It is a change of scene and work. For instance, I expect to leave here on the 20th of this month for the west, and on the way I expect to stop a day or two at Winnipeg, and perhaps also at Regina and Edmonton. Though I am on official duties, it is practically a holiday.

Q. How often do you go over the country?—A. Once a year always, and I am subject to be sent by the Minister or to go when my own sense of the requirements necessitate it. For instance, I spent three weeks on Lawlor's island with the first lot of Doukhobors, and I was with the second lot the following June in Grosse Isle. In both cases they were tied up with smallpox. With the increased immigration taking place now, we have been very busy at all the stations. At Grosse Isle last year we had over 600 admissions of actual sick.

Q. Besides the station at Grosse Isle you have stations on both the Pacific and the Atlantic coasts?—A. Yes.

Q. When a ship comes up the St. Lawrence it reports at Grosse Isle ?—A. Yes.

Q. What happens then? Your officer goes on board?—A. Yes, and takes the report of the chief officer. He then inspects the steerage passengers, and sees if there are any cases to be reported to him by the ship's surgeon.

Q. When the steamer comes up to Quebec another physician examines the immigrants—what physician is that?—A. That is an officer of the immigration branch of the Interior Department.

Q. What is his name?—A. Dr. Pagé.

Q. At the annual meeting of the Tuberculosis Association the other day, this officer stated that he had often passed 3,000 immigrants in a day. Don't you think it would be desirable that all matters relating to public health should be brought together, and that the two deparments should not in a way be in conflict?—A. I should go further than that. I have always held, and it has been recommended very strongly to the Government by the Canadian Medical Association and by the officers of the Provincial boards of health, that all matters connected with public health should be combined in one department. They are scattered now over five or six different departments. The recommendation of the Canadian Medical Association was that there should be a department of public health under one of the existing ministers, and that in that department the Deputy Minister should be a medical man, and that the care of all questions relating to the public health should be brought into that department. At present sick sailors are attended to by the Marine Department, sick immigrants by the immigration branch of the Interior department, sick Indians by the medical staff of the Indian Department, the analysis of foods and drugs is attended to by another department. When the officers of the Provincial board or other prominent medical men come

e on medical matters, they are driven from pillar to post, and finally, when they find man they are looking for, the chances are that he is not a medical man, and does t understand what they are talking about. Therefore, they have recommended that ere should be a department of public health in which all these matters would be thered. In connection with that, I think there should be a national laboratory at e capital, where we should make our own vaccine and serums and antitoxines, so at these things could be sent throughout the country with the Government stamp on them.

By Mr. Fyshe :

Q. They are imported now ?—A. Yes. People have to go to the druggist to buy em, and they do not know what they are getting. These things should be issued om Ottawa with the Government stamp upon them.

Q. Can you not depend on what Parke, Davis & Co. and such firms sell ?—A. here are many complaints. These firms make them commercially, and the cheaper hey can make them and the more they can charge for them, the better for themelves. They are not the same as materials prepared in a national laboratory and with he Government stamp on them. That national laboratory should also be engaged in riginal research. This country is becoming too large to be hanging on the skirts of ther nations. We ought to be doing our share in the progress of science. I hold that ery strongly, and I have urged it very strongly.

Q. You have a nucleus of such a department now ?—A. Quite so.

By the Chairman :

Q. How far have these petitions or remonstrances gone ? Have there been any etters to the Minister ?—A. There have been letters to the Minister and to the Prime linister, and resolutions from meetings of the association. Three consecutive meetngs to my knowledge sent strong recommendations, signed officially by the president nd the secretary of the association for the year, embodying the resolutions that were dopted.

Q. You think that all these matters should be gathered together under one jurisiction, something like the Department of Mines created recently ?—A. Quite so.

Q. Of course, the examination of 3,000 immigrants in a day by a physician must e to a great extent perfunctory ?—A. More or less.

Q. And naturally, if he is not a quarantine officer, it would not occur to him to be o strict in carrying out his duties as he would be if he were directly responsible to omebody ?—A. He is directly responsible to his own department. I do not know xactly what Dr. Bryce's position is—whether he is chief inspector or only one among thers. I know that Dr. Pagé is just a member of the inspecting staff at Quebec.

Q. He stated in that speech that a domestic guild in Montreal had imported a unatic and that a case of measles had slipped through. Your officer at quarantine goes ery carefully into the inspection ?—A. Very carefully, but measles have a period f incubation of from twelve to fourteen days, and if the disease is caught at the port f departure, it may only develop after the ship has passed the quarantine.

Q. Would not a case of a lunatic have been discovered at Grosse Isle ?—A. One f our questions is : Have you any one on board who is deaf and dumb, blind, insane r infirm ? and if any such person can be found he can be deported at the expense of he steamer.

Q. As ocean travel is becoming so great, with sometimes over 2,000 on board of ne steamer, has the surgeon of the steamer the opportunity to go around and inspect ll the passengers ?—A. He is bound to do so ; he is supposed to do so daily. Accordng to our law, if a ship comes up at night to Grosse Isle we do not inspect the passenrs at all. We take the sworn certificate of the captain and surgeon. That privilege as been given to the shipping by the Government many years ago to avoid delay. At

Cape à la Roche a ship can only pass at a certain stage of the tide, and when she arrives at Grosse Isle between dark and two or four o'clock in the morning, the Government of the day in order that the ship might not miss the tide, said: We will take the sworn statement of your captain and surgeon, but you will understand that the first indication we have that that privilege is being abused, it will be withdrawn. That has had an excellent effect. Many a time during my thirty years of service have I been taken to a cabin at two o'clock in the morning to see a case that was doubtful, that the surgeon was afraid to pass. Sometimes we have found that it was an infectious disease, but more often that it was a false alarm. The shipping companies have realized the necessity of caution for the reason that that privilege is liable to be withdrawn.

Q. But with the passage under six days, and with only one surgeon on board, it is very difficult to do the rounds and inspect 2,000 people?—A. If there are as many as 2,000 people, there would be more than one surgeon on board. The Board of Trade rules provide for that.

Q. Do you know what proportion of passengers are required to a surgeon?—A. I forget the number at the moment.

By Mr. Bazin:

Q. Would it not be practicable, where a steamer arrives at Grosse Isle at night, to have a doctor on board to make the inspection while the ship is going up the river?—A. We could not get the people out of bed.

Q. If necessary, the doctor could go as far as Montreal, and prevent any sick people getting off the steamer even at Montreal?—A. The steerage passengers are always landed at Quebec.

By the Chairman:

Q. Do you happen to know how many assistants Dr. Pagé has at Quebec?—A. No. I know he has a good many.

Q. This year on some days nearly 4,000 passengers are landed at Quebec?—A. The work of these physicians is not as hurried as ours, as there is no question of keeping the ships waiting. We only examine for what are called quarantineable diseases—the graver diseases which threaten the public health of the whole country. What they examine for are the minor diseases, such as trachoma, a disease of the eyes, which is only communicable by using the same towel or something of that kind; or favus, a disease of the scalp, which is also communicated by using the same comb or washing utensils. These minor diseases do not threaten the general health of the whole country, and, therefore, they are not stopped at the quarantine station. But the immigration officers take the time to go through all the passengers of a ship and examine their eye sight thoroughly, while the ship is lying at the dock. To do that at quarantine would detain the ship several hours in the offing at Grosse Isle.

By Mr. Fyshe:

Q. Have the people to go into a separate building when they land at Quebec?—A. Oh, yes; but while the inspection is being made the ship is going on with her business; she is tied up at the dock, and her time is not being wasted as it would be if she stayed at anchor while the work was being done.

By the Chairman:

Q. And both the railways and shipping companies are very anxious to send these immigrants on?—A. Oh, yes.

Q. So that the examination of two or three thousand immigrants is a very hasty examination, to say the least?—A. Not necessarily. The train has to wait until it is done. This examination for favus and trachoma, apart from its importance—and there

a certain amount of importance in preventing these dirty people coming into the ntry, though they do not threaten the public health very seriously—is forced upon by the fact of the United States Government having a similar law, and saying to Government, if you do not have the same restrictive measures at your ports of ress as we have at ours, you will force us to put on inspectors at the frontier and d up all your trains while the passengers are being inspected. Therefore, we are iged to move *pari passu* with the United States Government in these matters.

Q. In the winter time, when you have your quarantine officers at Halifax and St. n, are there also medical men attached to the Immigration Department?—A. Yes.

Q. Do your officers examine them first, before the immigration officers?—A. Yes. examine them for the graver quarantinable diseases.

Q. Do your officers go to meet the ship?—A. Yes. The quarantine island is out- e of the harbour. In British Columbia also our station is nine miles west of toria, and the ships are examined there—on a point on the Strait of Fuca.

Q. You have a steamer at William's Head?—A. Yes.

Q. Is that your own steamer?—A. Yes.

Q. At Grosse Isle you have the steamer *Alice*?—A. Yes, and another, *Challenger*. have the *Argus* at Halifax, and at St. John we hire a boat and also one at Sydney.

Q. Then, in all cases the quarantine officer goes out to meet the vessel?—A. Yes, l no ship can make her entry until she has her quarantine clearance. That is the t paper she is to produce.

Q. Does the same thing apply to Charlottetown ?—A. Yes, every other port except se where we have permanent officers is what we call an unorganized maritime rantine station. There the custom house officer is ex-officio the quarantine officer. l he has the power and it is his duty, if he has reason to know that the ship came m an infected port or to suspect that there is any infectious disease on board, to l upon a medical man to inspect her passengers.

By Mr. Fyshe:

Q. That applies to what ports?—A. Every port on both coasts, and similarly to ry railway crossing along the 3,000 miles of frontier. Every customs officer is a rantine officer ex-officio.

By the Chairman:

Q. That is to say, if a Norwegian steamer went into Bathurst, where you have an officer of your own, the collector of customs, if he thought it necessary, could as a quarantine officer, and call in a medical man?—A. Yes, and we pay him so ch a visit.

Q. Do you do much in that way at these small places?—A. It depends, of course. the individual port and the character of the people there. Some of the people may a fright and put pressure on the collector of customs to have examinations made. has to sent up a report showing the reasons why he has done it, and if his rea- s are not sufficient, he is mildly remonstrated with. But the regulation is not sed, as a rule.

Q. This occurs chiefly in the ports of the maritime provinces. In the St. Law- ce everything goes up to Quebec?—A. Oh, no. A considerable number of ships oad at Metis, Matane, Rimouski, the Saguenay and other places without coming to Quebec at all—many sailing vessels and some steamships.

By Mr. Fyshe:

Q. Apart from the concentration of the whole public health business in one de- tment, is there any special reform called for?—A. No, I do not know of any. On er grounds, there are one or two remarks I would like to make. For instance, on question of superannuation I feel very strongly on the fact that a man may serve

for thirty-five or more years and pay in his percentage every year, and if he dies in harness, that is all lost, and there is no provision at all for the widow and the orphan.

By the Chairman:

Q. And yet, since the abolition of our Superannuation Act other Acts have been put on the Statute-book providing pensions not only for men, but for their widows and children?—A. Yes. The people in the Militia Department are far better off than any of us in that respect.

Q. The military part?—A. Yes, the military part.

Q. Do you think that the abolition of the Superannuation Act was an utter mistake?—A. I think so.

Q. And that something should be put on the Statute-book to give stability to the public service?—A. Yes. A man should not have to feel that if he dies in harness, not only is there no provision for his wife and orphans, but that they are left less well off to the extent of the money he has paid into the Government.

Q. Have you any other suggestions to make?—A. In view of the recognized increased cost of living, what I think the Government ought to do is to give a 25 per cent increase all around, both to the outside and the inside service, and then ask you gentlemen of the commission to take up special cases. But they ought to begin by recognizing the claims for an increase for everybody.

By Mr. Fyshe :

Q. I suppose you do not wish to express any ideas as to the cause of this increase? —A. I would only go so far as to say that the man with a fixed salary is the only man who suffers from the good times. With regard to a department of public health and the things that should come within its purview, it seems to me that the general subject of tuberculosis throughout the country might very well become a mattter for the Department of Public Health of the Federal Government. It seems to me that would not be more *ultra vires* than leprosy or the hygiene of the camps all over the country.

By the Chairman :

Q. The Dominion Government at present makes an annual grant of $5,000 to the Canadian Association for the Prevention of Tuberculosis?—A. Yes.

Q. That is used to promote educational efforts?—A. Yes.

Q. By having a paid lecturer go about the country and give lectures on the subject?—A. And by the dissemination of bulletins and leaflets.

Q. The difficulty in the matter is a certain vagueness as to the authority of the Provinces in regard to public health?—A. So I understand.

By Mr. Fyshe :

Q. It is only in the last generation that people have become alive to the seriousness of tuberculosis?—A. I do not know that I would put it that way. I would say that it is only in a generation that they have ceased to regard it with anything but despair—that they have regarded it as in any respect preventable and curable.

By the Chairman :

Q. There is nothing in the British North America Act referring the matter of stamping out leprosy to the Federal Government, and arguing by analogy, it would seem that the stamping out of tuberculosis is quite as important, and might be placed under the jurisdiction of the Federal Government?—A. I cannot see how a distinction can be drawn between the two. Moreover, by the Public Works Health Act, we take the sanitation and the hygiene of the railway construction camps all through the provinces.

Q. As a matter of public policy, for the welfare of the Dominion, it would be as well to place the subject of dealing with tuberculosis under the Public Health Act.

under the jurisdiction of the Director of Public Health?—A. In my judgment uld.

). Do your outside men work all the year round?—A. It depends on the station. e at Grosse Isle work only for eight months; all the others work for twelve hs.

). Do your inspectors at St. John, Halifax, and all the other ports have any holi- —A. At Halifax there are two; at William's Head, Victoria, there are two; at ohn there is only one, but he has an arrangement dating back a good many years, hich there is a recognized man to replace him, and he is allowed to take a few ays from time to time, putting this man in his place.

). Have you any hand in the appointment of these inspectors?—A. None what-

). Suppose an inspector is found incapable, from bad habits or anything else, can et rid of him?—A. I could not get rid of him. I could report him to the Min-

). The medical men, as a rule, I presume, are good men for their offices?—A. Yes, a very good staff indeed.

). The Minister, especially your Minister, before appointing a man, would consult I presume, before an appointment is made?—A. That has not been my experience.

). Have any of these men been appointed since your time?—A. Yes. They have y all been appointed since I became general superintendent.

). And under different Governments?—A. Yes. I have never been consulted as pointments. They have always been made by the Minister in Council.

). The Minister would recognize that a man was an M.D. in appointing him?—A. not only M.D.'s, but down to the lowest members of the staff.

). At Grosse Isle you have boatmen and nurses, I suppose?—A. Yes.

). And cooks?—A. One cook, the hospital cook.

). Hospital stewards, laundresses constables, carters, bakers, plumbers, stokers, All these men are appointed by the Minister?—A. Yes, except the medical officers are appointed by Order in Council. The higher officers are appointed by Order in cil; all the others are ministerial appointments.

By Mr. Fyshe:

). Would it not be better if the initiative in these appointments were left with —A. No, I have no desire to interfere in these things.

). But you know better what is wanted?—A. That may be; but that is not ystem of Government in Canada.

). It seems objectionable that the people who have most to do with the adminis- n of affairs should not have complete control over their staff to the extent of get- id of weak ones and selecting good ones and promoting worthy ones?—A. As far now, except in the way of reporting to the Minister, officers in positions such as have had no such power since Confederation.

By the Chairman:

). Are these minor appointments considered as local appointments or Provincial ntments; that is to say, does the local Member exercise the patronage, or is it sed by all the Members from the Province?—A. All I know is that my Minister me that he has appointed so and so.

). There are no more people appointed than are required?—A. I presume not.

). Looking at the list, it would seem as if there were just the number required?— ie requirements have increased very much since I left Grosse Isle. I did all the g, and the harvest was just coming when I was removed. I worked many years ut getting any of my recommendations adopted, then the authorities acted on my s. We got the disinfecting appliances before I left; but the electric lighting he water tanks for supplying the hospital and other buildings with water have

only been perfected since I left. These things called for an increased staff ; but I do not think any more people are there than are absolutely required. On the contrary, with the new steamer *Alice* we need a hand or two more.

Q. And according to their duties they are not inordinately paid?—A. Oh, no. Mr. Fisher, before he went away, increased the pay of the medical officers, and gave an increase of $5 a month to the others.

Q. Do your outside medical officers come under the Superannuation Act ?—A. No.

Q. Or under the Retirement Act?—A. No.

Q. They have no permanent employment in the sense of permanency?—A. No, except Dr. Martineau at Grosse Isle.

Q. But the other medical men, such as Dr. McKay at Halifax, have no position one can call permanent?—A. No. They do not pay any tax towards the superannuation or the retirement fund.

Q. After all, the retirement abatement is their own money?—A. Yes. It is merely compulsory saving.

Q. These medical officers of the quarantine service are allowed to practise ?—A. That varies. At Halifax, Louisburg, North Sydney, Chatham, and Charlottetown and Vancouver, they are allowed to practise ; but at St. John, at Grosse Isle and at Williams Head, Victoria, they are resident at their stations and are entirely precluded from professional emoluments of any sort, and therefore are paid proportionately higher.

Q. What are they paid at Halifax?—A. The chief physcian gets $1,000 and his assistant $800.

Q. Do you find it inconvenient having officers at a port like Halifax who practice for themselves?—A. Of course it necessitates having two officers. At St. John the one man get $1,800, and he lives at the station and devotes himself exclusively to the work.

Q. Could you get a man at Halifax for $1,800 ?—A. I think so.

By Mr. Fyshe :

Q. Have you no difficulty in getting a thoroughly good professional man to devote his whole time to the work for $1,800 a year ?—A. Of course, if the Minister decides on making such an appointment, he would appoint a man, and then it would be my business to teach him, and we would make the best we could out of him.

Q. That hardly fills the bill, does it ?—A. I would like to say for the quarantine service, not only for the medical men, but for all other officers, that although the whole system of appointment ever since Confederation has been political, we have been most fortunate in all our officers. We have a splendid staff.

By the Chairman :

Q. If you have anything further to suggest, will you prepare a memorandum ?—A. Certainly. My clerk asked me to suggest that the annual increase should be $100 instead of $50 and that the promotion to any grade should be accompanied by an increase of salary.

Q. It has been suggested that it would be advisable to allow the heads of the departments a little more freedom in the increases ?—A. The first thing that strikes me about that is that if there is a distinction made in the increases it would lead to a certain amount of discontent and jealousy.

Q. Do you think the deputies should have more charge of the staff and should have the right to promote as they think fit ?—A. That is a very delicate question. That would be all right if the deputies were always appointed by promotion ; but some of the deputies are brought from the outside.

Q. While Mr. Fyshe and Mr. Bazin are going over the Department of Agriculture, they will come in and see you, and you will show them the correspondence and the reports from your district officers ?—A. Certainly.

SESSIONAL PAPER No. 29a

OFFICE OF THE DIRECTOR GENERAL OF PUBLIC HEALTH,
OTTAWA, June 8, 1907.

Enclo.
J. M. COURTNEY, Esq., C.M.G., I.S.O.,
Chairman, Civil Service Commission,
Ottawa, Ont.

SIR,—In accordance with your instructions I have the honour to submit, herewith, a list of the permanent and temporary officers of the Canadian Quarantine Service and of the Canadian temporary small-pox inspectors at work on the international frontier, and also an extract from an Order in Council, dated January 14, 1899, appointing me to my present offices which have been since supplemented by other duties under the Public Works (Health) Act and the Act respecting leprosy.

I have the honour to be, sir,

(Sgd.) F. MONTIZAMBERT, M.D.,
Director-General of Public Health.

PUBLIC HEALTH SERVICE.

At head office the Public Health Service uses the facilities of the Correspondence and Accountant's Branches of and draws its clerical assistance from the general staff of the Department of Agriculture.

List of Permanent and Temporary Employees in the Canadian Quarantine Service, &c.

F. Montizambert, I.S.O., M.D., &c., Director General of Public Health, &c.	$4,000 00
Grosse Isle, Que.—	
Martineau, G. E., M.D., medical superintendent	$2,700 00
Aylen, W. W., M.D., medical assistant	1,800 00
Brautigam, Jos., hospital steward	820 00
Vekeman, C., interpreter and asst. steward	512 50
Hamel, Edouard, hospital orderly	375 00
Gedon, Jean, hospital orderly	375 00
Metivier, Madame, hospital cook	300 00
Murphy, Mary, hospital nurse	300 00
Wade, Sarah, hospital laundress	300 00
Noel, Emil, sergt. of police	487 50
Lamonde, F. X., constable	412 50
Masson, Pierre, carter	900 00
Masson, Johnny, baker	450 00
Bedard, Victor, plumber	520 00
Lavaillée, Johnny, captain	1,023 75
Laroche, Leon, 1st mate	625 00
Carbonneau, Hilaire, 2nd mate	525 00
Letourneau, Antoine, carpenter and seaman	450 00
Turcotte, John, seaman	542 50
Bilodeau, Cyrille, seaman	375 00
Lachaine, Gatien, seaman	375 00
Carbonneau, Damas, cabin steward	375 00
Laliberte, Alf., electrical engineer	840 00
Lapointe, Michel, chief engineer	960 00
Duclos, George, engineer	560 00
Desrochers, Zepherin, engineer	560 00
Roe, Jeffrey, engineer	560 00
Caron, Stanislaus, stoker	400 00
Convey, Jos., stoker	400 00
Legace, Chas., stoker	400 00
Caron, Xavier, stoker	400 00
Duclos, M. H., stoker	400 00
Normand, George, stoker	400 00
Riopel, Rev. S., chaplain	400 00
Derome, Rev. J. B., chaplain	400 00

Rimouski—
Belisle, Ernest, M.D., quarantine officer, per inspection .. ..$ 15 00

Williams Head, B.C.—
Watt, A. T., M.D., supt. of B.C. quarantines 3,000 00
Anderson, W. H. K., M.D., medical assistant.. .. .. 1,800 00
Wallace, John, quarantine steward.. .. .. 900 00
Cornwall, J. A., electrician.. .. .. 1,080 00
Riley, Thos., captain.. .. .. 1,200 00
Tumilty, J., engineer.. .. .. 1,170 00
Whitlaw, L., fireman, board 600 00
Godtel, A., deckhand, board.. .. .. 480 00
Hop, Loy, cook and interpreter.. .. .. 300 00

Halifax, N.S.—
MacKay, N. E., M.D., quarantine officer.. .. .. 1,000 00
Doyle, J. J., medical assistant.. .. .. 800 00
Himmelman, Jos., steward.. .. .. 450 00
Blank, J., orderly.. .. . . 540 00
Blank, Mrs. J., matron.. .. .. 360 00
Edwards, Rev. Daniel, chaplain.. .. .. 100 00
Underwood, C., Rev. chaplain 100 00
Doyle, P., captain.. .. .. 900 00
O'Neil, John, mate.. .. .. 600 00
Case, W. A., engineer 822 00
Bates, Geo. Thos., deckhand and asst. engineer.. .. .. .. 600 00

St. John, N.B.—
Scammell, H. J., M.D., acting quarantine officer.. .. .. .. 1,800 00
Rourke, Michael, steward 480 00
Hargrove, F., boatman and order ly 360 00

Sydney, C. B.—
Rindress, H., M.D., quarantine officer 1,400 00
Lewis, Fred. Bennett, steward 400 00

Louisburg, N.S.—
O'Neil, Freeman, M.D., quarantine officer 900 00

Chatham, N.B.—
Baxter, J. M., M.D., quarantine officer 400 00
McFarlane, Thos., steward 250 00

Charlottetown, P.E.I.—
Conroy, P., M.D., quarantine officer 400 00
Henry, M., steward.. .. .. 300 00
Nicholson, John, boat service 150 00

Pictou, N.S.—
McLennan, Hugh, caretaker 300 00

Vancouver, B.C.—
MacKechnie, L.N., M.D., quarantine officer 400 00

Victoria, B.C.—
Fraser, R. L., M.D., quarantine officer 200 00

Tracadie, Lazaretto,—
Smith, A. C., M.D., physician 1,600 00
Levasseur, Rev. J., chaplain,.. .. .. 200 00
MacKay, Rev. J. R., chaplain, (Protestant) 100 00
Sisters.. .. .. 1,200 00

" Public Works (Health) Act."—
Fisher, C. A. L., inspector, East of Winnipeg 1,500 00
Chamberlain, T. F., M.D., inspector, West of Winnipeg.. .. 1,500 00

SIONAL PAPER No. 29a

Frontier Inspection for Small-pox (Temporary).

Port.	Inspector.	Appointed.	Pay.	Dispensed with.
			$ cts.	
sland—				
Traverse	Dr. Wm. Dougherty	Mar. 8, 1907	100 00	April 4, 1907
Columbia—				
ie	Dr. Howard McEwan (Cloverdale)	" 13, 1907	100 00	
ingdon	Dr. A. J. Stewart (Mission Junction)	" 13, 1907	100 00	
nwood	Dr. S. S. Oppenheiner	" 14, 1907	100 00	
vay	J. R. Ferguson	" 17, 1907	2 50	
d Forks	Dr. W. Truax	" 14, 1907	100 00	
ide	P. Donaldson	" 15, 1907	2 50	
n	Arthur Langford	" 15, 1907	2 50	
and	Dr. Angus Kenning	" 22, 1907	200 00	
way and Kingsgate	Dr. Hugh Watt	" 22, 1907	125 00	
ria	Dr. R. L. Fraser	April 3, 1907	100 00	
ouver	Dr. L. N. MacKechnie	" 3, 1907	66 66	

CT *from a Report of the Committee of the Honourable the Privy Council, approved by His Excellency on 14th January, 1899.*

The Minister further recommends, in special recognition of his long service and special attainments as a sanitary expert, that Dr. Montizambert be appointed or-General of Public Health, with rank and precedence as a Deputy Minister. he Minister further states that it shall be the duty of the Director-General of Health to act as sanitary adviser of the Dominion Government, as General intendent of Quarantine, with the departmental administration thereof under inister; and Inspector of the Tracadie Lazaretto.'

. MONTIZAMBERT, I.S.O., M.D. Edin., F.R.S.C., D.C.L.

have been in the Civil Service of Canada since before Confederation.
edical Assistant, Grosse Isle, May 11, 1866.
edical Superintendent, Grosse Isle, March 12, 1869.
eneral Superintendent of the Canadian Quarantine Service, February 1, 1894.
irector-General of Public Health and Sanitary Adviser of the Dominion Govnt, January 14, 1899.
eputy Minister by O. in C., January 14, 1899.
eputy Minister by Statute, July, 1905.
had as General Superintendent $4,000 a year in salary, together with $444 a year a for allowance, also house, fuel, lights, garden, grazing, &c. I was moved here 3 at $4,000 only, a cash loss of $444 a year, and a total loss of over $1,000 annually. am probably the only officer ever moved to head office from local work with an reduction of income. And that in spite of added duties and responsibilities. he O. in C. moving me here, January 14, 1899, placed upon me the adration of maritime and frontier quarantine under the Minister, the care and tion of the Tracadie Leper Lazaretto, and the duties of Sanitary Adviser of the ion Government. In this latter capacity I have been called upon from time to for reports and advice on sanitary matters by Lord Minto, Lord Grey, and the s other departments.
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ER No. 29a

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Fyshe:

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And all these added duties and responsibilities not only without, as yet, any increase in salary, but, on the contrary, under the continued decrease of my former income as explained above.

I found the quarantine service of Canada chaos. I have built it up to be the perfect sanitary protection it is now, with the most modern and complete scientific appliances at all our ports of passenger entry on both coasts.

The results of this work being preventive—and so negative—naturally fail to attract attention. The country is kept free from epidemic disease, and its families live without the dread of them, but few, if any, stop to think why this is so, or to whom they are chiefly indebted for it.

I claim that in the originating, developing and perfecting of this scientific work I have done more for the good of Canada than any other member of the Civil Service in any capacity.

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The other deputy ministers giving technical or professional services requiring special study are recognized by suitable salaries; thus, railways (two years' service) $7,500, justice (law) (14 years' service) $6,000. Why should not medicine and sanitation, sciences continually changing and advancing even more than the others and so demanding even more continuous study out of office hours, be suitably recognized in my salary after forty-one years' service instead of my receiving a much smaller official income than I did ten years ago (as explained above) and that in spite of the much higher cost of living and the increases given to so many other officers?

QUEBEC, September 16, 1907.

DR. JOSEPH D. PAGÉ, sworn and examined:—

By the Chairman:

Q. You are the medical superintendent of the detention hospital?—A. Yes.

Q. How long have you occupied that position?—A. Since July, 1908.

Q. You were not previously in the Government service?—A. No.

Q. When a ship arrives in the river it has to report at Grosse Isle for quarantine purposes?—A. Yes.

Q. What are quarantine purposes?—A. It is to ascertain whether there are any infective diseases among the immigrants liable to develop an epidemic.

Q. That is to say, if there was smallpox on board, the ship would be detained pending inquiry?—A. Yes.

Q. The quarantine is under the direction of the Minister of Agriculture?—A. Yes.

Q. When the ship passes quarantine and goes up to Quebec, then the medical ıpervision passes to you?—A. Yes.

Q. And you are connected with the immigration branch of the Department of ıe Interior?—A. Yes.

Q. That is to say the quarantine medical service is under the Department of griculture and the detailed examination of the immigrants is under the Depart- ent of the Interior?—A. Yes.

Q. How many immigrants have you passed in a day?—A. As many as 5,000 this ason, in one day, but it was an exceptional day.

Q. Do you do it all yourself?—A. Oh, no. There are four physicians now em- loyed besides me. I actually take part in the inspection occasionally only ; but I am ften present to supervise the work, since I was made chief medical officer of the port ı 1905, besides superintendent of the hospital.

Q. In what way are the immigrants inspected?—A. They are led into a pen at ıe north end of the building, and there is a railing forming a passageway so that hey pass in single file before the physicians ; we have modified the system this year. here are three physicians to each ship, two of whom inspect the steerage passengers ıd the other the second cabin passengers. The inspection of the second cabin pas- ıngers is made on board the ship, and we have not sufficient accommodation in our resent buildings to take them off the ship, and then they proceed to Montreal with ıe least inconvenience.

Q. Then all the third-class passengers land here?—A. Yes.

Q. How do you examine them?—A. The immigrants pass in single file before the ıhysicians. There is one physician at one end of the line to detect any defect in the ;eneral physique. At the other end another physician examines the eyes, because ve have had so much trachoma among foreign immigrants.

By Mr. Fyshe:

Q. Is that a serious disease?—A. Yes.

Q. It is curable, is it not ?—A. It is curable in time.

Q. Is it contagious?—A. Yes, but not so very contagious, as it requires direct ransmission of the infectious germ, which is not an air-borne microbe.

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Q. If a person with trachoma were to use the same water as another, would the sease be communicated?—A. Yes. The physician who examines the eyes has a bowl antiseptic solution, and if he touches a suspicious case, he does not examine another til he disinfects his hands.

Q. If you find one with trachoma, do you reject him?—A. Not necessarily. He sent to the detention hospital, and the case is definitely diagnosed there, only nding the return of the steamer from Montreal, because it may be some other affec- ›n resembling trachoma which will disappear after a few days' rest and treatment.

Q. After the case is diagnosed at the detention hospital, if it is found to be achoma, is the immigrant deported when the steamer returns from Montreal?—A. am sorry to say, not always.

Q. Why does not deportation take place?—A. Trachoma is a very chronic disease, iable to last for years if not treated, and to apply rational treatment with the expec- tation of a speedy cure, it is necessary to take a case at a certain phase of the disease. If it has passed that phase we do not want to touch it, and the immigrant is deported but, if it appears amenable to treatment within a reasonable time, the immigrant being lesirable otherwise, he is allowed to be treated.

Q. You said that you regretted to say that they were not all deported?—A. Yes, ecause we are never sure that we have cured them. They are apparently cured, but he disease may break out again later.

By Mr. Fyshe :

Q. It is not a blood disease, is it?—A. No, it is confined to a special organ called the follice of the conjunctiva of the eyelid.

By the Chairman :

Q. The second doctor looks at the eye; what happens after that?—A. Then the immigrant's ticket is stamped, passed medical inspection, and he passes to the civil examiner, who asks other questions.

Q. I know of a case in which a servant girl who arrived this year on the *Canada*, and who went to Ottawa to enter service, developed measles in the lady's house in Ottawa three days after she landed at Quebec. I suppose nothing can be devised to find out whether there is any incipient aggravated form of disease like that?—A. No.

Q. How long does it take for measles to develop?—A. From 7 to 17 days—what is called the period of incubation.

Q. This servant while on board the ship grew attached to a child of a mother with a large family, and the mother with her children went to Winnipeg, and all these children developed measles either on the train or after they arrived at Winnipeg. What attention is paid to the steerage passengers on board the ship?—A. It varies with the qualifications and zeal of the ship's surgeon.

Q. A ship with 2,200 immigrants on board has never more than one surgeon and an assistant?—A. No.

Q. 2,200 people are equal to the population of an ordinary village in Canada?—A. Yes.

Q. More than two doctors would be required to look after that many, would they not? A. No, except during an epidemic, perhaps, one can easily manage 2,200, if he is a good man, in ordinary conditions.

Q. Is it possible for the surgeons during the voyage to discover anything like the incubation of measles?—A. Not to affirm that it is measles, because the first symptoms will be a little fever and a little catarrh of the eye, which might possibly be mistaken for a cold. But I contend that any case of fever should be detained at Grosse Isle as a subject for observation.

Q. At the port of embarkation, where the immigrants come in carloads and go on board the ship, there is no medical examination, is there?—A. Yes. As they board the ship the doctor looks after them more or less.

Q. Is it more or less?—A. It used to be less, but we notice a decided improvement this year. I can give you proof of this statement in the fact that the year before last out of 83,000 people who arrived here 1,300 were detained. Last year 1,000 out of 112,000; while we have had this year already over 112,000 arrivals hardly over 500 people were detained so far. So that the condition of things is improving very satisfactorily.

Q. Care is taken now to some extent that the health of the immigrants embarking on the other side is looked into?—A. Yes, and they reject more. I received a letter yesterday from a surgeon in Liverpool to whom I addressed two people who have been deported to invite him to be sure to look them up so that we might agree in judging the cases. He was good enough to do so, and he stated that on the very same day he had rejected twelve from one ship. Last winter the department delegated me to visit all the ports from which immigrants came to Canada in order to discuss the subject of the inspection of the immigrants with the various medical officers of the steamship companies. We have, for instance, agreed on definitions of trachoma, so as to establish a uniform basis of judgment. So that we have now a great deal of data in our hands to work on.

Q. Have many tubercular immigrants arrived in Canada?—A. Very few have been detained, but a certain number may have passed undetected. As I said at the Anti-Tuberculosis Association meeting at Ottawa last spring, I have no excuse to give

letting an incipient case come in, because in the time afforded for looking after m we cannot do any better.

Q. And in fact, with a climate like ours, if a person in the incipient stage lived of doors he would be cured?—A. In some proportion. Rest, good food and fresh would cure a small percentage of the cases.

Q. Are you here all the year round?—A. Yes, unless I am sent on special mission e last winter.

Q. After the season closes here you do not go to Halifax or St. John?—A. No.

Q. What is your salary?—A. $3,500.

Q. You do not do any private practice?—A. No.

Q. Is that the salary you always had?—A. No.

Q. What did you commence with?—A. When I commenced with the hospital I as given $150 a month for the season of navigation, with the privilege of attending ny practice at the same time.

Q. But you could not practice?—A. Not with advantage.

Q. After that an arrangement was made that your whole time and service should e given to the department at $3,500?—A. Not yet the second year, but I asked them o be paid $150 a month for the whole year, with the privilege of attending to what ractice I could.

Q. The department said no?—A. No, they said yes; but after the second year I id that I could not do justice to the service unless I gave it my whole time, and that ey would have to give me $3,500 or get another man. That was in November, and asked them to give me an answer in December.

By Mr. Fyshe:

Q. With whom did you arrange it?—A. With the department. I had nothing to with any politicians. I never asked for the position either.

By the Chairman:

Q. There is a detention hospital at St. John?—A. Yes.

Q. With Dr. Ellis in charge?—A. Yes.

Q. And at Vancouver and Victoria there are medical inspectors?—A. Yes, it is same thing.

Q. And at Halifax there is Dr. Dickey?—A. Yes.

Q. They do pretty much the same work as you do?—A. It is lighter. Dr. Dickey the privilege of attending to his practice. It is the same kind of work exactly, not the same in amount.

Q. At both Halifax and St. John there is an inspecting physician attached to the arantine, and also medical inspectors looking after the immigrants?—A. Yes.

Q. Could not these duties be amalgamated?—A. Not only could, but should. I ll give you an illustration of that. Last year I was coming on one of the Canadian cific Railway Empresses from Rimouski, and when we passed Grosse Isle I was leep. When the vessel arrived here I landed, but before I left the immigration build- g I was called back to the ship. I was informed that for some cause or other the ip had not stopped at Grosse Isle to land there a case of mumps and take its clear- ce, as every ship is required to do. There were 1,400 people on board who had been spected, whose baggage had been visited by the customs officer and checked by the ilway company. A special train was waiting to take them away. By special privi- ge of the department, officials go down to meet the Empresses at Rimouski to ex- dite the work, but to comply with the regulations of the quarantine the ship should ve been sent back to quarantine, as I had no official power to clear her. But I said, am professionally qualified to judge what is on the ship, and if the customs people ll take the clearance from me, I will give it. I gave the clearance and the people ded, after I had made the arrangements to take the case of mumps under a tent

near the hospital. I will give another illustration. On another ship a fully developed case of diphtheria was landed at Quebec because of the gross neglect of the ship's surgeon. I could quote other similar experiences. The city authorities would have nothing to do with these people, and the quarantine people said, 'If the ship has its clearance, we are all right.' If the quarantine service and ours were under the same department many complications would have been avoided. The quarantine people will refuse to come here if an infectious case has accidentally passed at the quarantine to bring that case back where it belongs. If the different physicians were endowed with the same powers we could work in harmony and co-operation in the interest of the public health. At present, there has been conflict of authority sometimes on mere technicalities.

Q. Do you think there should be a bureau of public health?—A. Yes.

Q. At Halifax and at St. John there is a quarantine officer and a detention officer within a short distance of each other?—A. I believe so. When I said that I do not do any practice at all, I may say that I see personal cases after certain hours in the evening. If a person comes to me I see him, but I never leave the service to see anybody. If I see any cases, it is more for the professional interest there is in them than the profit, if there is any.

Q. Your time is so occupied with your official duties that practically you have no time for private practice?—A. Yes, I have no time to cultivate a practice.

Q. Have you anything more you would like to tell us?—A. I think not at present.

By Mr. Fyshe:

Q. The work of the department goes on smoothly?—A. Yes, smoothly. It has been suggested that the detention hospital might be used in the winter as a sanitarium for incipient cases of tuberculosis, but no official proposition has yet been made to the authorities.

QUEBEC IMMIGRATION HOSPITAL, P.O. SANS-BRUIT, QUEBEC, CAN.,
DEPARTMENT OF THE INTERIOR, CANADA.
QUEBEC, September 19, 1907.

J. M. COURTNEY, Esq.,
Chairman, Civil Service Commission,
Quebec.

DEAR MR. COURTNEY,—For your personal information I thought you might peruse with some interest the inclosed copies of correspondence which I am actually having with Dr. Logan, the shore inspector for the Dominion Line in Liverpool.

While we are endeavouring to keep similarly in touch with the officers of the other lines, always for the same object, I am pleased to say that Dr. Logan is one of those who took the question of the improvement of the inspection the most earnestly, and his active co-operation in the pursuit of our aim is also greatly appreciated.

Before you leave the city, or at any time later, should you ever feel that we might furnish you any particular information or have some practical suggestion to make for the amelioration of our service, you may be sure that your communication will ever be welcome.

Yours very truly,
J. D. PAGE,
Med. Sup't. Det. Hospital.

(Copy for J. M. Courtney, Esq.)

No. 81 HARTINGTON ROAD, SEFTON PARK,
LIVERPOOL, September 6, 1907.

DEAR DOCTOR PAGE,—I am much obliged to you for your courteous letter, and to come at once to the case of the deported passengers in the SS. *Dominion*, I wish to say that I entirely agree with you in regard to both cases.

Mayer Abranovicz is perhaps not very bad, in fact I think he is better now than n I saw him before; and with regard to Joseph Borila, his is a clear case of choma.

I make these admissions the more readily because, I have good reason to believe I rejected both these men, that their papers were stamped 'Rejected,' that they e booked up in consequence, but by a stupid mistake on the part of a steward they e permitted to go on.

Therefore, we cannot, and we do not complain that they were sent back.

I am much gratified by your reference to the good record established by the Dom-n Line, and we will endeavour to maintain it.

I am also glad to note that you differentiate somewhat in favour of persons about ettle as farmers in the open healthy country, and I will keep the fact in mind.

Our good record has only been secured by many rejections here. Yesterday I ected twelve whom I did not expect that you would accept.

I am much obliged to you and Dr. Nadeau for the books of views you have so dly sent me and which I am pleased to possess.

I regret that I have not been able to go to Canada this year, but I am living in the e that my trip to your country is merely postponed; I have certainly not abandoned project.

Now with very kind regards to yourself and Dr. Nadeau.

I am,

Yours very truly,

J. R. LOGAN.

mo. for J. M. COURTNEY, Esq.

September 19, 1907.

. LOGAN,

Medical Inspector, Liverpool.

MY DEAR DOCTOR,—Your kind letter of the 6th inst., has only reached me.

I am very glad to see that our opinions have not conflicted with regard to the cases erred to in my letter of the 24th of August ultimo.

But, I wish it to be noted that if discrimination has been made sometimes regard-the acceptance for treatment of people affected with Trachoma, whether they go the cities or in the country, my remark to that effect must not be interpreted as an ouragement to let pass any people affected with Trachoma, even in the slightest ree because they might be *bona fide* intended farmers.

If such leniency has been exerted in making some discrimination, the instances ere it occurred were considered whether as accidental at the inspection at the time the embarkment or possibly the cases were not judged then for what they were ught to be on arrival on this side.

So, in those circumstances, when an immigrant is found very desirable otherwise, l his case apparently amenable to treatment, it would be inhuman to send him k. Only, it will remain distinctly understood that every case diagnosed as Tra-ma before the immigrants embark should be invariably rejected.

We have not given up the idea of organizing a joint conference of the medical th officers of our different provinces, the suggestion is being considered very favour-by the few colleagues I have talked to, but, it has not yet been proposed officially he authorities. It will likely be brought up to them in the course of a few months, I trust it will make an opportunity for you to visit our country, while I am sure will then depend upon you for a substantial scientific contribution.

Believe me, with kindest regards from Dr. Nadeau and myself.

Yours faithfully,

(Signed) J. D. PAGE,

Med. Supt. Det. Hospital.

Rimouski—
Belisle, Ernest, M.D., quarantine officer, per inspection .. ..$ 15 00

Williams Head, B.C.—
Watt, A. T., M.D., supt. of B.C. quarantines 3,000 00
Anderson, W. H. K., M.D., medical assistant.. .. .. 1,800 00
Wallace, John, quarantine steward.. .. .. 900 00
Cornwall, J. A., electrician.. .. .. 1,080 00
Riley, Thos., captain.. .. .. 1,200 00
Tumilty, J., engineer.. .. .. 1,170 00
Whitlaw, L., fireman, board 600 00
Godtel, A., deckhand, board.. .. .. 480 00
Hop, Loy, cook and interpreter.. .. .. 300 00

Halifax, N.S.—
MacKay, N. E., M.D., quarantine officer.. .. .. 1,000 00
Doyle, J. J., medical assistant.. .. .. 800 00
Himmelman, Jos., steward.. .. .. 450 00
Blank, J., orderly.. .. . . 540 00
Blank, Mrs. J., matron.. .. .. 360 00
Edwards, Rev. Daniel, chaplain.. .. .. 100 00
Underwood, C., Rev. chaplain 100 00
Doyle, P., captain.. .. .. 900 00
O'Neil, John, mate.. .. .. 600 00
Case, W. A., engineer 822 00
Bates, Geo. Thos., deckhand and asst. engineer.. .. .. .. 600 00

St. John, N.B.—
Scammell, H. J., M.D., acting quarantine officer.. .. .. .. 1,800 00
Rourke, Michael, steward 480 00
Hargrove, F., boatman and order ly 360 00

Sydney, C. B.—
Rindress, H., M.D., quarantine officer 1,400 00
Lewis, Fred. Bennett, steward 400 00

Louisburg, N.S.—
O'Neil, Freeman, M.D., quarantine officer 900 00

Chatham, N.B.—
Baxter, J. M., M.D., quarantine officer 400 00
McFarlane, Thos., steward 250 00

Charlottetown, P.E.I.—
Conroy, P., M.D., quarantine officer 400 00
Henry, M., steward.. .. .. 300 00
Nicholson, John, boat service 150 00

Pictou, N.S.—
McLennan, Hugh, caretaker 300 00

Vancouver, B.C.—
MacKechnie, L.N., M.D., quarantine officer 400 00

Victoria, B.C.—
Fraser, R. L., M.D., quarantine officer 200 00

Tracadie, Lazaretto,—
Smith, A. C., M.D., physician 1,600 00
Levasseur, Rev. J., chaplain,.. .. .. 200 00
MacKay, Rev. J. R., chaplain, (Protestant) 100 00
Sisters.. .. .. 1,200 00

" Public Works (Health) Act."—
Fisher, C. A. L., inspector, East of Winnipeg 1,500 00
Chamberlain, T. F., M.D., inspector, West of Winnipeg.. .. 1,500 00

IONAL PAPER No. 29a

Frontier Inspection for Small-pox (Temporary).

Port.	Inspector.	Appointed.	Pay.	Dispensed with.
			$ cts.	
sland—				
Traverse	Dr. Wm. Dougherty	Mar. 8, 1907	100 00	April 4, 1907
Columbia—				
ie	Dr. Howard McEwan (Cloverdale)	" 13, 1907	100 00	
ingdon	Dr. A. J. Stewart (Mission Junction)	" 13, 1907	100 00	
nwood	Dr. S. S. Oppenheiner	" 14, 1907	100 00	
way	J. R. Ferguson	" 17, 1907	2 50	
d Forks	Dr. W. Truax	" 14, 1907	100 00	
ade	P. Donaldson	" 15, 1907	2 50	
on	Arthur Langford	" 15, 1907	2 50	
land	Dr. Angus Kenning	" 22, 1907	200 00	
way and Kingsgate	Dr. Hugh Watt	" 22, 1907	125 00	
oria	Dr. R. L. Fraser	April 3, 1907	100 00	
couver	Dr. L. N. MacKechnie	" 3, 1907	66 66	

ACT *from a Report of the Committee of the Honourable the Privy Council, approved by His Excellency on 14th January, 1899.*

The Minister further recommends, in special recognition of his long service and s special attainments as a sanitary expert, that Dr. Montizambert be appointed tor-General of Public Health, with rank and precedence as a Deputy Minister. The Minister further states that it shall be the duty of the Director-General of c Health to act as sanitary adviser of the Dominion Government, as General intendent of Quarantine, with the departmental administration thereof under linister; and Inspector of the Tracadie Lazaretto.'

F. MONTIZAMBERT, I.S.O., M.D. Edin., F.R.S.C., D.C.L.

have been in the Civil Service of Canada since before Confederation.
Medical Assistant, Grosse Isle, May 11, 1866.
Medical Superintendent, Grosse Isle, March 12, 1869.
General Superintendent of the Canadian Quarantine Service, February 1, 1894.
Director-General of Public Health and Sanitary Adviser of the Dominion Government, January 14, 1899.
Deputy Minister by O. in C., January 14, 1899.
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The results of this work being preventive—and so negative—naturally fail to attract attention. The country is kept free from epidemic disease, and its families live without the dread of them, but few, if any, stop to think why this is so, or to whom they are chiefly indebted for it.

I claim that in the originating, developing and perfecting of this scientific work I have done more for the good of Canada than any other member of the Civil Service in any capacity.

My scientific attainments and services have been spontaneously recognized by other countries. In England I have been made an Honorary Fellow of the Incorporated Society of Medical Officers of Health (my name on their list following next to that of Professor Koch). In Scotland I have been made a Fellow of the Royal College of Surgeons. In France, an Honorary Fellow of La Societe Francaise d'Hygiene. In the United States, a president and life member of the Executive Council of the American Public Health Association (which includes the United States, Canada, Mexico and Cuba), and in Mexico a member of the National Academy of Medicine.

The other deputy ministers giving technical or professional services requiring special study are recognized by suitable salaries; thus, railways (two years' service) $7,500, justice (law) (14 years' service) $6,000. Why should not medicine and sanitation, sciences continually changing and advancing even more than the others and so demanding even more continuous study out of office hours, be suitably recognized in my salary after forty-one years' service instead of my receiving a much smaller official income than I did ten years ago (as explained above) and that in spite of the much higher cost of living and the increases given to so many other officers?

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Q. You are the medical superintendent of the detention hospital?—A. Yes.

Q. How long have you occupied that position?—A. Since July, 1903.

Q. You were not previously in the Government service?—A. No.

Q. When a ship arrives in the river it has to report at Grosse Isle for quarantine purposes?—A. Yes.

Q. What are quarantine purposes?—A. It is to ascertain whether there are any infective diseases among the immigrants liable to develop an epidemic.

Q. That is to say, if there was smallpox on board, the ship would be detained pending inquiry?—A. Yes.

Q. The quarantine is under the direction of the Minister of Agriculture?—A. Yes.

Q. When the ship passes quarantine and goes up to Quebec, then the medical supervision passes to you?—A. Yes.

Q. And you are connected with the immigration branch of the Department of the Interior?—A. Yes.

Q. That is to say the quarantine medical service is under the Department of Agriculture and the detailed examination of the immigrants is under the Department of the Interior?—A. Yes.

Q. How many immigrants have you passed in a day?—A. As many as 5,000 this season, in one day, but it was an exceptional day.

Q. Do you do it all yourself?—A. Oh, no. There are four physicians now employed besides me. I actually take part in the inspection occasionally only ; but I am often present to supervise the work, since I was made chief medical officer of the port in 1905, besides superintendent of the hospital.

Q. In what way are the immigrants inspected?—A. They are led into a pen at the north end of the building, and there is a railing forming a passageway so that they pass in single file before the physicians ; we have modified the system this year. There are three physicians to each ship, two of whom inspect the steerage passengers and the other the second cabin passengers. The inspection of the second cabin passengers is made on board the ship, and we have not sufficient accommodation in our present buildings to take them off the ship, and then they proceed to Montreal with the least inconvenience.

Q. Then all the third-class passengers land here?—A. Yes.

Q. How do you examine them?—A. The immigrants pass in single file before the physicians. There is one physician at one end of the line to detect any defect in the general physique. At the other end another physician examines the eyes, because we have had so much trachoma among foreign immigrants.

By Mr. Fyshe:

Q. Is that a serious disease?—A. Yes.

Q. It is curable, is it not ?—A. It is curable in time.

Q. Is it contagious?—A. Yes, but not so very contagious, as it requires direct transmission of the infectious germ, which is not an air-borne microbe.

By the Chairman :

Q. If a person with trachoma were to use the same water as another, would the disease be communicated?—A. Yes. The physician who examines the eyes has a bowl of antiseptic solution, and if he touches a suspicious case, he does not examine another until he disinfects his hands.

Q. If you find one with trachoma, do you reject him?—A. Not necessarily. He is sent to the detention hospital, and the case is definitely diagnosed there, only pending the return of the steamer from Montreal, because it may be some other affection resembling trachoma which will disappear after a few days' rest and treatment.

Q. After the case is diagnosed at the detention hospital, if it is found to be trachoma, is the immigrant deported when the steamer returns from Montreal?—A. I am sorry to say, not always.

Q. Why does not deportation take place?—A. Trachoma is a very chronic disease, liable to last for years if not treated, and to apply rational treatment with the expectation of a speedy cure, it is necessary to take a case at a certain phase of the disease. If it has passed that phase we do not want to touch it, and the immigrant is deported but, if it appears amenable to treatment within a reasonable time, the immigrant being desirable otherwise, he is allowed to be treated.

Q. You said that you regretted to say that they were not all deported?—A. Yes, because we are never sure that we have cured them. They are apparently cured, but the disease may break out again later.

By Mr. Fyshe :

Q. It is not a blood disease, is it?—A. No, it is confined to a special organ called the follice of the conjunctiva of the eyelid.

By the Chairman :

Q. The second doctor looks at the eye; what happens after that?—A. Then the immigrant's ticket is stamped, passed medical inspection, and he passes to the civil examiner, who asks other questions.

Q. I know of a case in which a servant girl who arrived this year on the *Canada*, and who went to Ottawa to enter service, developed measles in the lady's house in Ottawa three days after she landed at Quebec. I suppose nothing can be devised to find out whether there is any incipient aggravated form of disease like that?—A. No.

Q. How long does it take for measles to develop?—A. From 7 to 17 days—what is called the period of incubation.

Q. This servant while on board the ship grew attached to a child of a mother with a large family, and the mother with her children went to Winnipeg, and all these children developed measles either on the train or after they arrived at Winnipeg. What attention is paid to the steerage passengers on board the ship?—A. It varies with the qualifications and zeal of the ship's surgeon.

Q. A ship with 2,200 immigrants on board has never more than one surgeon and an assistant?—A. No.

Q. 2,200 people are equal to the population of an ordinary village in Canada?—A. Yes.

Q. More than two doctors would be required to look after that many, would they not?—A. No, except during an epidemic, perhaps, one can easily manage 2,200, if he is a good man, in ordinary conditions.

Q. Is it possible for the surgeons during the voyage to discover anything like the incubation of measles?—A. Not to affirm that it is measles, because the first symptoms will be a little fever and a little catarrh of the eye, which might possibly be mistaken for a cold. But I contend that any case of fever should be detained at Gross Isle as a subject for observation.

Q. At the port of embarkation, where the immigrants come in carloads and go on board the ship, there is no medical examination, is there?—A. Yes. As they board the ship the doctor looks after them more or less.

Q. Is it more or less?—A. It used to be less, but we notice a decided improvement this year. I can give you proof of this statement in the fact that the year before last out of 83,000 people who arrived here 1,300 were detained. Last year 1,000 out of 112,000 ; while we have had this year already over 112,000 arrivals hardly over 500 people were detained so far. So that the condition of things is improving very satisfactorily.

Q. Care is taken now to some extent that the health of the immigrants embarking on the other side is looked into?—A. Yes, and they reject more. I received a letter yesterday from a surgeon in Liverpool to whom I addressed two people who have been deported to invite him to be sure to look them up so that we might agree in judging the cases. He was good enough to do so, and he stated that on the very same day he had rejected twelve from one ship. Last winter the department delegated me to visit all the ports from which immigrants came to Canada in order to discuss the subject of the inspection of the immigrants with the various medical officers of the steamship companies. We have, for instance, agreed on definitions of trachoma, so as to establish a uniform basis of judgment. So that we have now a great deal of data in our hands to work on.

Q. Have many tubercular immigrants arrived in Canada?—A. Very few have been detained, but a certain number may have passed undetected. As I said at the Anti-Tuberculosis Association meeting at Ottawa last spring, I have no excuse to give

tting an incipient case come in, because in the time afforded for looking after we cannot do any better.

Q. And in fact, with a climate like ours, if a person in the incipient stage lived f doors he would be cured?—A. In some proportion. Rest, good food and fresh ould cure a small percentage of the cases.

Q. Are you here all the year round?—A. Yes, unless I am sent on special mission ast winter.

Q. After the season closes here you do not go to Halifax or St. John?—A. No.

Q. What is your salary?—A. $3,500.

Q. You do not do any private practice?—A. No.

Q. Is that the salary you always had?—A. No.

Q. What did you commence with?—A. When I commenced with the hospital I given $150 a month for the season of navigation, with the privilege of attending y practice at the same time.

Q. But you could not practice?—A. Not with advantage.

Q. After that an arrangement was made that your whole time and service should ven to the department at $3,500?—A. Not yet the second year, but I asked them paid $150 a month for the whole year, with the privilege of attending to what ice I could.

Q. The department said no?—A. No, they said yes; but after the second year I that I could not do justice to the service unless I gave it my whole time, and that would have to give me $3,500 or get another man. That was in November, and ed them to give me an answer in December.

By Mr. Fyshe:

Q. With whom did you arrange it?—A. With the department. I had nothing to ith any politicians. I never asked for the position either.

By the Chairman:

Q. There is a detention hospital at St. John?—A. Yes.

Q. With Dr. Ellis in charge?—A. Yes.

Q. And at Vancouver and Victoria there are medical inspectors?—A. Yes, it is ame thing.

Q. And at Halifax there is Dr. Dickey?—A. Yes.

Q. They do pretty much the same work as you do?—A. It is lighter. Dr. Dickey he privilege of attending to his practice. It is the same kind of work exactly, ot the same in amount.

Q. At both Halifax and St. John there is an inspecting physician attached to the antine, and also medical inspectors looking after the immigrants?—A. Yes.

Q. Could not these duties be amalgamated?—A. Not only could, but should. I give you an illustration of that. Last year I was coming on one of the Canadian ic Railway Empresses from Rimouski, and when we passed Grosse Isle I was p. When the vessel arrived here I landed, but before I left the immigration build- was called back to the ship. I was informed that for some cause or other the had not stopped at Grosse Isle to land there a case of mumps and take its clear- as every ship is required to do. There were 1,400 people on board who had been cted, whose baggage had been visited by the customs officer and checked by the ay company. A special train was waiting to take them away. By special privi- of the department, officials go down to meet the Empresses at Rimouski to ex- e the work, but to comply with the regulations of the quarantine the ship should been sent back to quarantine, as I had no official power to clear her. But I said, professionally qualified to judge what is on the ship, and if the customs people take the clearance from me, I will give it. I gave the clearance and the people d, after I had made the arrangements to take the case of mumps under a tent

near the hospital. I will give another illustration. On another ship a fully developed case of diphtheria was landed at Quebec because of the gross neglect of the ship's surgeon. I could quote other similar experiences. The city authorities would have nothing to do with these people, and the quarantine people said, 'If the ship has its clearance, we are all right.' If the quarantine service and ours were under the same department many complications would have been avoided. The quarantine people will refuse to come here if an infectious case has accidentally passed at the quarantine to bring that case back where it belongs. If the different physicians were endowed with the same powers we could work in harmony and co-operation in the interest of the public health. At present, there has been conflict of authority sometimes on mere technicalities.

Q. Do you think there should be a bureau of public health?—A. Yes.

Q. At Halifax and at St. John there is a quarantine officer and a detention officer within a short distance of each other?—A. I believe so. When I said that I do not do any practice at all, I may say that I see personal cases after certain hours in the evening. If a person comes to me I see him, but I never leave the service to see anybody. If I see any cases, it is more for the professional interest there is in them than the profit, if there is any.

Q. Your time is so occupied with your official duties that practically you have no time for private practice?—A. Yes, I have no time to cultivate a practice.

Q. Have you anything more you would like to tell us?—A. I think not at present.

By Mr. Fyshe:

Q. The work of the department goes on smoothly?—A. Yes, smoothly. It has been suggested that the detention hospital might be used in the winter as a sanitarium for incipient cases of tuberculosis, but no official proposition has yet been made to the authorities.

QUEBEC IMMIGRATION HOSPITAL, P.O. SANS-BRUIT, QUEBEC, CAN.,
DEPARTMENT OF THE INTERIOR, CANADA.
QUEBEC, September 19, 1907.

J. M. COURTNEY, Esq.,
Chairman, Civil Service Commission,
Quebec.

DEAR MR. COURTNEY,—For your personal information I thought you might peruse with some interest the inclosed copies of correspondence which I am actually having with Dr. Logan, the shore inspector for the Dominion Line in Liverpool.

While we are endeavouring to keep similarly in touch with the officers of the other lines, always for the same object, I am pleased to say that Dr. Logan is one of those who took the question of the improvement of the inspection the most earnestly, and his active co-operation in the pursuit of our aim is also greatly appreciated.

Before you leave the city, or at any time later, should you ever feel that we might furnish you any particular information or have some practical suggestion to make for the amelioration of our service, you may be sure that your communication will ever be welcome.

Yours very truly,
J. D. PAGE.
Med. Sup't. Det. Hospital.

(Copy for J. M. Courtney, Esq.)

No. 81 HARTINGTON ROAD, SEFTON PARK,
LIVERPOOL, September 6, 1907.

DEAR DOCTOR PAGE,—I am much obliged to you for your courteous letter, and to come at once to the case of the deported passengers in the SS. *Dominion*, I wish to say that I entirely agree with you in regard to both cases.

Mayer Abranovicz is perhaps not very bad, in fact I think he is better now than n I saw him before; and with regard to Joseph Borila, his is a clear case of choma.

I make these admissions the more readily because, I have good reason to believe ; I rejected both these men, that their papers were stamped 'Rejected,' that they e booked up in consequence, but by a stupid mistake on the part of a steward they e permitted to go on.

Therefore, we cannot, and we do not complain that they were sent back.

I am much gratified by your reference to the good record established by the Dom- n Line, and we will endeavour to maintain it.

I am also glad to note that you differentiate somewhat in favour of persons about ettle as farmers in the open healthy country, and I will keep the fact in mind.

Our good record has only been secured by many rejections here. Yesterday I cted twelve whom I did not expect that you would accept.

I am much obliged to you and Dr. Nadeau for the books of views you have so ily sent me and which I am pleased to possess.

I regret that I have not been able to go to Canada this year, but I am living in the e that my trip to your country is merely postponed; I have certainly not abandoned project.

Now with very kind regards to yourself and Dr. Nadeau.

I am,

Yours very truly,

J. R. LOGAN.

mo. for J. M. COURTNEY, Esq.

September 19, 1907.

. LOGAN,

Medical Inspector, Liverpool.

MY DEAR DOCTOR,—Your kind letter of the 6th inst., has only reached me.

I am very glad to see that our opinions have not conflicted with regard to the cases erred to in my letter of the 24th of August ultimo.

But, I wish it to be noted that if discrimination has been made sometimes regard- the acceptance for treatment of people affected with Trachoma, whether they go the cities or in the country, my remark to that effect must not be interpreted as an ouragement to let pass any people affected with Trachoma, even in the slightest ree because they might be *bona fide* intended farmers.

If such leniency has been exerted in making some discrimination, the instances ere it occurred were considered whether as accidental at the inspection at the time the embarkment or possibly the cases were not judged then for what they were ught to be on arrival on this side.

So, in those circumstances, when an immigrant is found very desirable otherwise, his case apparently amenable to treatment, it would be inhuman to send him k. Only, it will remain distinctly understood that every case diagnosed as Tra- na before the immigrants embark should be invariably rejected.

We have not given up the idea of organizing a joint conference of the medical th officers of our different provinces, the suggestion is being considered very favour- by the few colleagues I have talked to, but, it has not yet been proposed officially he authorities. It will likely be brought up to them in the course of a few months, I trust it will make an opportunity for you to visit our country, while I am sure vill then depend upon you for a substantial scientific contribution.

Believe me, with kindest regards from Dr. Nadeau and myself.

Yours faithfully.

(Signed) J. D. PAGE.

Med. Supt. Det. Hospital.

OTTAWA, WEDNESDAY, June 12, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.

Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

Mr. A. GOBEIL, I.S.O., sworn and examined.

By the Chairman :

Q. You are the Deputy Minister of Public Works?—A. Yes.

Q. How long have you been Deputy Minister?—A. 17 years.

Q. You are now the senior Deputy Minister ?—A. I am at present.

Q. How long have you been in the public service?—A. 35 years on May 17 last.

Q. You have gone through all the ranks of the public service?—A. I have. I entered the service as a copying clerk.

Q. The expenditure in your department last year, according to the Auditor General's Report, was about $9,500,000?—A. Yes. That does not exactly represent the work of the department. The appropriations were something like $11,000,000.

Q. What is your salary now?—A. $4,000.

Q. You get some little extra emolument?—A. I did in connection with the board of arbitration, which was established in the department for the examination of old claims. That board does not exist any more.

Q. So that that little perquisite is ended?—A. Yes.

Q. Are any officers of your department engaged in other occupations?—A. No. I think one or two of them are at the present moment—for instance, Mr. Coste is a member of the International Waterways Commission.

Q. He is not a permanent officer ?—A. No. None of our permanent officers are doing anything but their actual work in the department.

Q. In one of the papers the other day a complaint that a man called Charron and another man were engaged at something else?—A. They are temporary officials in the Chief Architect's office.

Q. You have a very small permanent staff?—A. Yes, only 30.

Q. The statement produced is the statement we asked for?—A. Yes.

Q. Of these 30 the chief clerks include the secretary?—A. Yes; that is Mr. Gelinas.

Q. What are his duties?—A. The Public Works Act defines the duties of the secretary. He has charge of the official correspondence of the department coming in and going out, and the whole of the records. For some reason that I do not know, although we have an accountant, the secretary by the law is also in charge of the accounts of the department. The law was never amended, as it should have been, in that respect. Although we have an accountant who is responsible for the accounts, the law makes the secretary responsible.

Q. Hadn't you better get that amended?—A. I think so; but I never like to have an old law amended, because the more it is amended the worse it is to handle.

Q. There was some correspondence with the Auditor General respecting Mr. Gelinas' travelling expenses and other things?—A. There was. There was nothing very wrong about that. There was a little overlooking of the rules; but that has all been arranged.

Q. And Mr. Gelinas walks according to law and order?—A. Absolutely.

Q. And there is nothing wrong with him now?—A. Nothing at all.

Q. The next chief clerk is Mr. Kingston, the accountant. Of him you cannot eak too highly?—A. Of him I cannot speak too highly. I recommended his promo- on when Mr. Dionne died, and I have never regretted it. Mr. Kingston is not suffi- ently paid. I have a statement which shows that of nearly all the accountants in l the departments, the accountant of the Public Works Department is the least paid, id he is one of those who has the most expenditure to look after.

Q. Then, there is the chief engineer, Mr. Lafleur?—A. Yes.

Q. How long has he been in the service?—A. About twenty years.

Q. But he has only been permanent since December 1, 1904?—A. Yes.

Q. Before he became chief engineer he was since 1881 an assistant engineer?— Yes.

By Mr. Fyshe:

Q. He is an efficient hand?—A. Yes, one of the best men who came out of the olytechnique School of Montreal. I do not know why he was not appointed chief gineer before, as he had acted as such for seven years.

By the Chairman:

Q. He is now occupying the position formerly held by Mr. Coste?—A. By Mr. ste, and before him by Mr. Perley.

Q. You will probably lose him?—A. In the order of things he would go out if he uld better himself.

By Mr. Fyshe:

Q. I suppose there are opportunities outside for men like him?—A. When a man ters the public service, he gets a regular salary, he is paid when absent for sickness, id the temptation to stay there becomes greater every year, and he loses some of that irit of adventure which moves men in the business world.

By the Chairman:

Q. Next, you have Mr. Ewart, the architect?—A. Yes. He has been in the ser- ice thirty-six years.

Q. His permanent appointment dates only from 1897?—A. Yes. He succeeded Mr. Fuller. Up to that time he had been assistant chief architect for a number of years.

Q. Mr. Ewart, who is now over 64, is on the retirement fund?—A. Yes. That is all he could get.

Q. After 36 years of service, if anything happened to him to-morrow requiring his retirement, he would only get the amount to his credit in the retirement fund since 1897?—A. Yes.

Q. To which he has himself contributed?—A. That is all. Everybody who knows Mr. Ewart knows that he is one of the most efficient and best men that could be got or the position he occupies. It is a wonder he stays there.

Q. In view of the fact that a man in his position can only get the retirement fund, t is a temptation to stay in the service as long as possible in order to make himself comfortable?—A. Yes. I have known outside architects engaged on works under Mr. Ewart, drawing in fees more in a month than Mr. Ewart draws in a year. The only difficulty about a man like Mr. Ewart going into the business world is that he would have to compete with younger men for a part of the business going, and that is a pretty difficult matter after a man has been in the department for 30 or 35 years. Not me of these men would remain there if it were otherwise. Even when a man is only 0, let him go into the business world to which he has not been trained, and compete

with younger men who have the training and the connections, and he is at a disadvantage.

Q. Another chief clerk is Mr. Steckel?—A. Yes. He is our senior chief clerk. He has been in the department for 47 years.

Q. He has been permanent only since 1880?—A. He was made a permanent officer when he entered the service. After he had been in the service for a few years, it was found useful to the department to transfer him from the inside service to the outside service—not because he wanted it, but because the department found it to be to its advantage. He remained in the outside service for a number of years, and came back to the inside service when his outside work was done. As a result of these changes, he lost all the advantages of superannuation for all the time that lapsed between his first appointment to the inside service and his second appointment. That is to say, while rendering service to the Government he has been working harm to himself.

By Mr. Fyshe:

Q. As a member of the inside service he would have benefited by the Superannuation Act?—A. He would have ceased to contribute to the superannuation fund for eight years.

Q. Some of the outside men are not under the Superannuation Act?—A. None of them are except a very small number.

By the Chairman:

Q. You have made Mr. Tache and Mr. Smith chief clerks?—A. Yes, with Mr. Desrochers, who is assistant secretary, and a very clever young man.

Q. Is it on account of length of service or on account of extra ability that they are made chief clerks?—A. In the case of Mr. Desrochers, it was a matter of pure personal value. He was perhaps a little young to be made a chief clerk, but I recommended him strongly to the Minister on account of his personal ability. Mr. Smith is rendering very valuable service as collector of the public works revenue, and he was not well enough paid as a first-class. I recommended his promotion to Mr. Hyman, who assented. Mr. Tache is an engineer in charge of the Saguenay and Chicoutimi district. As a first-class clerk he was receiving $300 a year less than his comrades who are on the outside list. So I recommended Mr. Hyman to make him a chief clerk and to allow him gradually to work up to the salary of the men of his class, and Mr. Hyman did so. I think it was only just to Mr. Tache.

Q. Then you have six first-class clerks?—A. Yes.

Q. And twelve second-class?—A. Yes, and two junior second-class.

Q. You have not had an appointment in the inside service since 1901?—A. We have not.

Q. You rarely appoint to your inside service?—A. Not often.

Q. When you do appoint to the inside service, I presume that those appointed all pass the examination?—A. Yes. Of late they are either university graduates or have passed the examination.

Q. And their age and health and moral conduct have been vouched for and found satisfactory?—A. I think I personally knew every one who was appointed in recent years.

Q. Were they mostly appointed on your recommendation, or at the instance of the Minister?—A. Some yes and some no.

Q. Does the initiative come from you or are the appointments political?—A. I am consulted.

Q. When you appoint a man in the inside service, don't you ascertain from your subordinates whether a man is necessary?—A. The appointments are generally made from men already in the temporary service.

Q. But if you say you do not want a man?—A. I have had no occasion to say that, because our permanent service is so small.

By Mr. Fyshe:

Q. Who is the acting Minister of your department now?—A. Mr. Aylesworth. Before him we had Mr. Fisher. Mr. Hyman is our Minister at present.

By the Chairman:

Q. You have no temporaries paid out of the civil government vote?—A. None.

Q. Do you think it would be advisable to have the architectural staff and the other staffs at headquarters put under civil government?—A. Decidedly so. It would be a matter of justice to them.

By Mr. Bazin:

Q. Would not that interfere with their salaries?—A. Not at all. In the non-permanent branches we have classified them.

By the Chairman:

Q. What leave of absence do you give your employees?—A. Three weeks.

Q. And what do you give to those in the inside service?—A. Three weeks; but there are some engineers who do not get any. Some of them have not had any leave for twenty years.

Q. Do you ever take leave of absence yourself?—A. I do. During the past three years I have taken on the average about a month each year. Before that for about thirty years I took what I could get, and that was very little.

Q. In fact, you found from necessities of health and other considerations that you were obliged to take holidays?—A. My health became so bad that it was a question of either having leave or going out of the service. Three years ago I was too ill to stay. It did not prevent the curtailing of my leave and bringing me back to Ottawa when I was wanted.

Q. Do you ever suspend any of your inside or outside staff?—A. Once only.

Q. But all these people on the temporary list, although quasi permanent, are liable to suspension?—A. Every one of them.

Q. Under whose control are they?—A. Their immediate chiefs—the chief engineer, the architect, the accountant, the secretary, the superintendent of telegraph service, and so on.

Q. Do their chiefs ever bring to your notice any laxity of behaviour?—A. It is so rare that, considering the number of employees we have, I may say that they are a very well behaved lot of people. We have nearly 300 men on our list, and the number of those who do not behave is very small.

By Mr. Fyshe:

Q. You exercise just as careful supervision over the outsiders as you do over the insiders?—A. The same.

Q. And are just as exacting in your requirements?—A. With some of them more so, because a good many of the non-permanent outside people are rendering a service which is more important than that rendered by some of those on the permanent list. All of our engineers, architects and other professional men are in the outside service.

By Mr. Bazin :

Q. They are not subject to the same rules?—A. Of course those on the outside service are not subject to the same rule for attendance.

By the Chairman :

Q. What are the luncheon hours in your department ?—A. They are arranged as much as possible to suit the convenience of the public. The offices remain open all through the day. Some go from 12 to 1, others from 12.30 to 1.30, others at 1.

Q. They are supposed to have an hour ?—A. An hour or an hour and a half. With the extension of the city, people live a little farther out than formerly, and require a little longer time than an hour.

Q. You have attendance books ?—A. Yes.

Q. Do those on the outside service and those on the inside service all sign the attendance book ?—A. Yes.

Q. The 300 men do not all sign the one attendance book?—A. I may say that among those 300 we have a large number stationed in outside cities. We have in Ottawa 150 or 160.

Q. Do they all sign the attendance book ?—A. They all sign the same attendance book in the morning. But I have another book which I call a lunch book, which they sign when going to luncheon and when coming back. At the end of the day they sign the book also.

By Mr. Fyshe :

Q. Is it not a little troublesome for the heads of the office to go carefully over such mechanical work and check it ?—A. I do not personally do any checking of the book. There is an employee who has charge of making the list at the end of each month. In the list there are three or four columns, one showing the attendance, another the absences, another whether the absence was on duty or for sickness or for any other reason. These sheets are brought to me each month, and I look over them and make inquiries and take my action accordingly.

By the Chairman :

Q. Your officers sign the attendance book when they come in the morning, when they go to lunch, when they return from lunch, and when they go away in the evening? —A. Yes.

Q. Is it not possible for a man to sign the attendance book in the morning, and leave at half past ten and walk about the streets of Ottawa ?—A. Yes.

Q. Attendance book or no attendance book ?—A. If a man will want to do the wrong thing, he will do it. It is impossible to prevent him. I rely on what their chiefs tell me as to the attendance.

Q. But still it is possible, with all this system of entry and re-entry, for gentlemen to come in the morning at 10 o'clock and go to the market at 10.30 ?—A. Yes, and come back and sign the lunch book at 1 o'clock.

Q. What are your office hours supposed to be ?—A. From 9.30 till 4 for a certain number. From 9.30 till any hour for a certain other number.

Q. That is to say, as in other departments, men who are wanted stay till the days' work is over ?—A. They do.

Q. I suppose a man like Kingston is there from morning till night ?—A. We generally meet about 6 o'clock or 6.15 when I go out.

Q. Some years ago you had a fire in the West Block ? What state are your records in now ?—A. They are in a good state; but unfortunately we have not enough space. We are the only department maintaining what is called the system of folded files. Although I fought against the change for a long time, I have become converted to a modified change, and I came to the conclusion that I would adopt the flat file system, but I have not enough room.

Q. You have no objection to Mr. Bazin and Mr. Fyshe going over your department ?—A. On the contrary, I would be very pleased to take them around.

Q. Are all of your officers in the Western Block ?—A. No. We have a few outside.

Q. How many places in the city do you rent for your own department ?—A. We own a large building at the corner of O'Connor and Queen streets.

Q. Which you share with the Auditor General ?—A. Yes, and at one end of which are our workshops. Then we have stores for the Georgian Bay Canal Survey in the Imperial Building on the opposite side of Queen street. We have in the Corry Building the offices of the Georgian Bay Canal Survey, the Ottawa River Works and the

aterways Commission. I believe we have two or three other small settlements in the y,, but they are of less importance.

Q. You have very valuable historical records in the department, such as those nected with the Citadel of Quebec ?—A. Our records have not been sorted out, to arate what is valuable from what is valueless.

Q. But the Public Works Department must have records relating to the city of ebec since the conquest ?—A. These remained in the Department of Railways and nals when the department was divided in 1879. That department kept all those ords.

Q. You have constantly to refer to these records ?—A. We do. As a matter of ct, we have their index books and journals copied for our use.

Q. There must be very valuable historic records connected with the Public Works? A. There are papers relating to 1835 or 1840 and even as far back as 1825.

Q. You must have papers relating to work on the Citadel of Quebec since the nquest ?—A. I think they must be in the archives.

Q. Don't you think the historic documents to which you refer should be sent to e archives?—A. By all means.

Q. Would it not be advisable to have some of the officers in the archives with me of your own officers go over these papers?—A. Certainly. I think Mr. Butler, ho has charge of them, would be only too glad. There are some old minute books f Council which I found in an old cupboard. What has become of them I do not now.

Q. The time has come, don't you think, when these records should be collected nd preserved?—A. What remains of them I think should be stored in the archives uilding.

Q. You do a good deal of mapping in your department?—A. Yes.

Q. Don't you think, considering than an excellent atlas of Canada has been lately ssued, that there should be a mapping bureau for the Government?—A. Yes. But we lo a large amount of mapping for our own department. Except when my predecessor, Mr. Baillargie, made a map of the Dominion of Canada, we have not made maps of general character, but we make maps for our own use of certain districts—it may e one-half of the Province of Quebec or one-quarter of the Province of Ontario.

Q. To show your wharfs or piers you make a little coast map?—A. Yes.

Q. Don't you think that kind of a map could be prepared by a mapping bureau? —A. I think not. But there are a good many who think differently.

Q. In the atlas which I spoke of all the lighthouses are shown for the Marine Department, and I have no doubt the piers could be marked for your department?— A. They might be. Lately it has been proposed to establish a mapping bureau, and the departments have all come together and discussed it for a long time. My own department was the only one that was adverse to it.

By Mr. Fyshe:

Q. Was that owing to your adverse opinion ?—A. I was afraid, from my experience, that what they were proposing to do would conflict with what our department would require later on.

By the Chairman:

Q. It would be concentrating the same kind of work of all the departments into ne, and perhaps make it more thorough and avoid duplication of work ?—A. I do not ink there was any duplication of work so far as our work might be rearranged in is way. For instance, the Railway Department issues a map of Canada showing e railways ; the Geological Survey issues a map of Canada showing the minerals ; e Interior Department issues a map of Canada. All that might be put together. ut the Department of Public Works does not issue any map of Canada ; it only akes sectional maps or plans of its own works.

Q. How many labourers are employed by the department at Ottawa now?—A. We have about 250 mechanics of all kinds and labourers. There are many labourers employed only for a week or a month; but each name is put in the list.

Q. Fifteen years ago in answer to the question how many persons were employed in Ottawa by the Public Works Department, you said 250. Surely the number must have increased since then?—A. No. Strange to say, there are fewer men employed now about the buildings than there were then.

Q. Is that because of your desire for economy?—A. No, it is perhaps more from accident or otherwise.

Q. You are aware of the Treasury Board Minutes of 1879 about the use of political influence?—A. Yes.

Q. Do the officers of your department, either outside or inside, endeavour to pass you by in trying to get increased emolument?—A. They get help from whatever quarter they can.

Q. Do their friends come to you or go to the Minister?—A. To the Minister.

Q. Does the Minister refer to you?—A. When Mr. Hyman wanted to do something for an employee he generally asked my advice, and I advised him as best I could.

Q. In getting all these people brought into the service, don't you think it would be desirable to extend the provisions of the Superannuation Act?—A. I do.

Q. Do you think the abolition of the Superannuation Act was beneficial to the service?—A. Quite the contrary.

Q. The absence of the Superannuation Act gives no stability now to the public service?—A. It gives no stability and it gives no interest in the service. A man who has no superannuation to look forward to when he is old must be a very good man if he will do his work merely for the satisfaction of doing it well. I am afraid that was a serious blow to the service when the Superannuation Act was abolished.

Q. Do any of your men leave to go to better positions?—A. Some do. We are treating them fairly well. Those in the outside service are fairly well paid. Those in the inside service are not so well paid; the salaries are not so good. Since our classification of the non-permanent officials last year, they are much better satisfied with their lot than they were before.

By Mr. Fyshe:

Q. Since the abolition of the Superannuation Act, those in the inside service have no advantage over the others?—A. No. Their tenure is pretty nearly the same.

By the Chairman:

Q. The number of architects employed notwithstanding anything in the Civil Service Act is about 40?—A. Yes.

Q. Are they all acting at headquarters at Ottawa?—A. Yes.

Q. There is a gentleman called S. Belanger, a draughtsman?—A. Yes.

Q. He is employed the entire year?—A. Yes.

Q. In the engineering staff there is Alice Belanger and C. Belanger, both employed for the entire year?—A. Yes.

Q. In the secretary's branch there are A. Belanger, L. Belanger, N. Belanger and O. Belanger?—A. Yes.

Q. Who are the happy family compact?—A. You may be surprised to hear that they are not related to one another. A. Belanger is, I believe, a son of Mr. Justice Belanger, who used to live in Sherbrooke. L. Belanger is not connected with him. N. Belanger comes from the parish of St. Andrew Avelin, near Ottawa. Miss Alice Belanger is not a relative of any of these four Belangers'. I think the only two who are related to each other are S. Belanger, who is styled a draughtsman, and O. Belanger who is styled clerk; I think one is the uncle and the other the nephew. But outside of these, there is no relation between the whole of them.

Q. That is only a happy accident ?—A. Yes.

Q. Then, in the extra engineering staff you have about 43 ?—A. 52 according the last statement—13 assistant engineers, 7 draughtsmen, 28 bookkeepers, clerks d copyists, and 4 messengers.

By Mr. Fyshe :

Q. Have you under your supervision the work that is done on the rivers ?—A. ny hydrographic work, which is merely for the purpose of charting the rivers for ıvigation, is done in the Department of Marine. My department only does that work ıich is necessary for the execution of important works like dredging in the rivers, ilding wharfs or harbours or improving harbours. Anything which is to be followed works or improvements is in my department ; anything concerning navigation is the Department of Marine, as well as all hydrographic work.

By the Chairman :

Q. In giving out contracts you always take security ?—A. Yes.

Q. And that security is sent to the Department of Finance ?—A. Yes.

Q. There are some contracts that have been completed or that have lapsed in which e securities are still held ?—A. Yes, a few.

Q. How are you settling those ?—A. We are not settling them at all now. Shortly fore you ceased to be Deputy Minister of Finance you sent us a list. We have eaned up that list to a certain extent, and left the balance for later action.

Q. Don't you think it would be better to forfeit these securities ?—A. I think it ›uld be better to close the accounts in some way.

By Mr. Fyshe :

Q. Does not that result in litigation some times ?—A. No. We have had no gation that I know of for years. If we keep the money, the people are satisfied that have good reasons for keeping it.

By the Chairman :

Q. Some of these non-permanent officers are paid by the day, some by the month l some by the year ?—A. They are now all paid by the year.

Q. Do you keep books of stores ?—A. We have no stores. The only stores we 'e now are in connection with the Georgian Bay Ship Canal Survey. Otherwise buy as we go.

By Mr. Fyshe :

Q. Is the Government actually carrying on systematic surveys of the Georgian ıy Canal with the view of taking it up as a permanent project ?—A. Yes. We pect by the month of October to have the report finished. The surveying is practi- ılly completed.

By the Chairman :

Q. In addition to the engineering staff at headquarters you have an engineering aff outside ?—A. Yes. They are all being paid from Ottawa.

Q. All under the control of the chief engineer ?—A. Yes.

Q. How are these men appointed ?—A. They are appointed on the recommenda- ›n of the chief engineer and the Minister.

Q. Are they graduates of any of the universities ?—A. They are all qualified engi- ers or qualified surveyors. In the list there are, besides engineers, some draughts- n and clerks. In nearly every office there is a draughtsman.

Q. These require some expert knowledge, do they not ?—A. It depends on the class work. If a draughtsman is called on to draw a plan for a work, that requires some

engineering knowledge; but if he is only to draft, he requires talent, but not necessarily of a technical kind. I have known first-class draughtsmen who would be very poor engineers.

Q. At the least they must be able to blue print?—A. A draughtsman must know how to take a copy from a tracing plan. That is the very beginning. Then he goes on gradually until he becomes an expert draughtsman—a man who can draw a plan of a building, make a perspective of it, and colour his plan.

By Mr. Fyshe:

Q. Is'nt there a good deal of dissatisfaction among the staff as to the difference of pay?—A. Since we made the change of organization last year, the service is much better satisfied than it was before.

Q. What change?—A. Before 1906 the increasing of the salaries of the engineers was left to the Minister or his deputy or the chief engineer. If a man was recommended, he had a chance of getting something. If he was not recommended, he would not get anything. The engineers have now been classified into three classes according to their positions in the service; a maximum and a minimum salary has been attached to each class, and they go from the minimum to the maximum automatically, if there is nothing against them, with increases of $100 a year.

Q. Do you think that is a better method—to move them up automatically than to move them at the discretion of their superiors in the department according to merit? —A. I think it is a great deal better. The man who does his duty knows that if he works well next year he will get $100 more than he gets this year, that he has not to rely on the good will of Mr. Gobeil or Mr. Lafleur.

Q. That is one side of it. The other side is that the shiftless or incompetent or lazy fellow can depend on getting his increase too?—A. We have none of them among the engineers.

Q. You might have?—A. We dismiss them if we do. No engineer can afford to be lazy.

By the Chairman:

Q. The engineers' staff is an outside staff?—A. Yes.

Q. The architects' staff is another outside staff?—A. No. They are mostly headquarters.

Q. Have you a paymaster attached to the department?—A. We have one at Otta and three outside.

Q. What do they do?—A. Wherever we have works being executed by day labo where money has to be disbursed in cash, that is sent to the paymaster, who gives us guarantee bond to the largest amount that he is supposed to handle at any one ti We send him the money, and he pays it out where the work is being done, sends back the pay-sheets, and when they are signed, they come to us as vouchers for t payment, and we give him credit for the amounts that are sent to him.

Q. You say you have no stores?—A. Practically no stores. We buy pretty w as we go.

Q. But you have workshops here?—A. Yes.

Q. And a large number of men are employed there?—A. Yes.

Q. They must have material?—A. We buy what materials we require as we go at the current rates.

Q. Is there no check?—A. Yes. There is a system of requisitions and a system of books by which we keep track of the requisitions made and of where the stuff goes that is bought.

By Mr. Fyshe:

Q. If there is a proper check kept of the receipt and delivery of those goods, is there any periodical inspection to show that the stock on hand agrees with the books?

A. There is hardly any stock on hand. For instance, they will to-day buy a certain mber of thousand feet of spruce or pine, or walnut to make furniture, but generally e quantity bought is not much, because we have not the accommodation for storing In the same way, we will buy hardware—a few kegs of nails or a few screws or tts or whatever we require, but always in small quantities, because we have not the ace for larger quantities.

By the Chairman:

Q. In the secretary's branch, which is purely inside service, there are, according the Auditor General's Report, 42 extra assistants employed, notwithstanding anyng in the Civil Service Act?—A. Yes.

Q. These are certainly not professional people?—A. No, they are not professional.

Q. They are all clerks?—A. Except a few. You might call the photographers ofessional. Most of them are clerks.

Q. They are employed all the year round?—A. They are.

Q. Whatever excuse there might be for employing architects and engineers with.t examination, would it not be better to have these properly appointed after examina)n under the Civil Service Act than to have them appointed as they are now?—A. hey are appointed by Order in Council, just like the permanents, but instead of eriving their status from the Civil Service Act, they derive it from a special vote of arliament every year.

Q. Does the secretary come to you and say that he wants 42 clerks?—A. He comes) me, as he did yesterday, for instance, and he says, I want three more clerks, and I ill ask the Minister to appoint them.

By Mr. Fyshe:

Q. And the Minister will say to you, 'what proofs have you that you need them ? oes he ask that?—A. If he asks me the question, I will tell him that I know the rk requires them.

Q. You only know that on the representation of your subordinate?—A. I know pretty well. I know the department.

Q. You naturally cannot know all the details?—A. No, but I can see if any rk goes behind. For instance, if I go, as I do every day, into the record room, and n up an index book and find that it is not indexed to the latest date, I send to the retary and ask him, 'why is that not indexed up to date?' He says, 'I have not nan to keep it up. Then I say. 'you need another man to keep that up, and when atisfy myself that man is needed, I go to the Minister. That is when the necessity a man comes from the head of a branch. On the other side I may be told that I nt a man.

Q. Who tells you that? A. The Minister, perhaps.

By Mr. Bazin:

Q. Does it happen that you want three clerks at once?—A. Yes. Perhaps it will on account of some work developing that has not developed before. Perhaps in ing through the department I will find that a certain work that was done in a rtain way before requires to be done in a different manner. The officer in charge ll say, I cannot do that unless you give me more assistance. I will look into the atter and satisfy myself that there is the need. In the accountant's office some ars ago all the payments were made by red cheques. On consultation with the countant, I decided to pay by cheques of three different colours. We found it ecessary to increase the number of clerks. I went to the Minister, and he gave hem to me.

By Mr. Fyshe:

Q. He made it his business to find those clerks?—A. I suppose he did.

Q. Besides the case you mention would it be likely that other mistakes of the same kind might be made?—A. As I told you, the attendance book is signed every day. That attendance book is in the charge of one officer of the department, Mr. A. Dostaler, a very trustworthy man. At the end of the month, before the pay-sheets are made out, he makes extracts from that book, and enters on a sheet in the columns opposite each name whether the person is absent on leave or duty, for sickness, or blank. The blank means that the man has no reason to be away. On this sheet he puts the number of days the officer has been absent. He brings that to the secretary. The secretary looks at it, and if he thinks injustice has been done to any one against whom there is a mark without cause, he brings that to my notice. That list is sent to the accountant and then to the auditor, the auditor sends it back to us and we issue our cheques. I think we have all the safeguards possible, but we may make a mistake sometimes.

Q. Coming to the accountant's branch, you have 24 extra clerks there?—A. Yes.

Q. Mr. Kingston, the accountant, would certify to their attendance?—A. Yes.

Q. Do you know anything about the system of book-keeping?—A. In a general way; but I have never been in the line of book-keeping. I am a lawyer by profession, and something of an engineer, but I am not a book-keeper at all.

Q. Do you know how many persons your department has employed throughout the entire Dominion?—A. I should say, taking the caretakers of buildings, engineers, telegraph employees and everybody connected with the department, that there are pretty close upon 3,000. We control 6,000 miles of telegraph.

By Mr. Fyshe:

Q. How do you control that?—A. We have a superintendent of the Government telegraph service in Ottawa, and it is divided into districts.

Q. You have nothing to do, for instance, with the running of the telegraph over the Intercolonial?—A. No. We go from Quebec on the north shore of the St. Lawrence to Belle Isle, and we go from Ashcroft in British Columbia to Dawson City. Then, we have in the Northwest Territories and in the Saguenay district certain lines where the telegraph companies find that it does not pay to have their lines.

Q. Does the Government make that pay?—A. No, there is a deficit; but we give the people communications which otherwise they would not get.

By the Chairman:

Q. You occasionally charge the temporaries to different votes?—A. Not now. They are all paid out of the same vote.

Q. Coming to dredging, you have superintendents at certain places?—A. Yes. We have an office in Ottawa where is established the general superintendent of dredging, Mr. Howden, with his assistant, Mr. Godwin, and his staff of clerks.

By Mr. Fyshe:

Q. Is the Government carrying on any dredging in the Yukon?—A. No. We have done a little dredging in the Yukon river removing rocks, but we have not spent there over $30,000.

By the Chairman:

Q. You have a chief superintendent at St. John?—A. Yes, for the maritime provinces.

Q. And you have also dredging done by contract?—A. Yes.

Q. In connection with the dredging done by contract you have inspectors?—A. Yes.

Q. There was a statement made in the House of Commons during the last session, I think by Mr. Bennett, that one of these inspectors of dredging, to whom you paid

uch a day, farmed it out to another man at half the price?—A. Less than half. was getting $3 a day, and he paid out $1.25.

Q. How are these inspectors of dredging appointed?—A. This year, when we ask a recommendation of local men we state that they must be men of good standing reputation, and furthermore they are invited to make a declaration to the effect they are not in any way connected with the company's or individuals who are orming dredging. We are trying to avoid the fact of relatives of contractors be-employed to superintend them, and we are going to exercise the closest possible ervision so as to see that every inspector is on his work all the time that the work s.

By Mr. Fyshe:

Q. Why not hold the local Government engineer responsible for that?—A. The al Government engineer has perhaps forty works to look after. He cannot be at e works the whole time.

Q. He can get one of his subordinates to be there?—A. He cannot do it for all the rks; he would require an immense staff. One man has to have charge of half a en works. The Toronto engineer, for instance, runs as far as Manitoulin Island, d he has to go around the shores of Lake Ontario, and he has perforce to trust nebody for some of the works.

Q. Could not the Government so manage that a Government official connected h the department could exercise an oversight?—A. We do. Our engineer or the perintendent of dredging visits the places at times; but they are not there all the ie, and while they are not there, it is like when the cat is away.

By the Chairman:

Q. It would be in the interest of the contractor to connive at irregularities in pection?—A. Very few would do anything of that kind, according to my experience; it could be done. The remedy I have always favoured for a state of things of that d is a permanent staff of inspectors, appointed by the Government as the engineers appointed. I would have the inspectors entirely under the control of the depart-nt and with no local interests. They would act without fear or favour, while the al man, who owes his position to local influence is more or less influenced by that al power.

Q. Would you apply the same thing to clerks on buildings?—A. Yes. If we not get all these clerks of works appointed by us, we have at least a proportion them. One man would have charge of three or four works not far distant from h other, so that he could visit them all every day. Some of the works at present cannot visit once a month.

Q. There was no clerk of works for the tower that collapsed?—A. No.

Q. Had there been one, he would have been appointed by political influence?—Not in that case, because the clerks of works for all the buildings we are carrying in Ottawa are our own men.

Q. You had not a clerk of works at the archives building?—A. No. That was ne by one of our own architects and with a first-class contractor.

Q. Your architects are drawing plans in the department all the time, are they t?—A. Yes.

Q. How can they be drawing plans and doing the work of clerks of works at the em time?—A. They cannot. There should have been on that tower a regular in-ector who would have been on the work all the time.

By Mr. Fyshe:

Q. Who was the contractor of that work?—A. George Goodwin. There is no ubt that it was faulty construction.

Q. Was it wilfully so?—A. No, Mr. Goodwin personally is a good contractor, but he carried on the work by means of a foreman on whom he relied implicitly while he attended to his other business.

Q. He would not be competent to say whether the engineering precautions taken were sufficient or not?—A. He would not have anything to say as to that. He would simply have to build as he was told.

Q. He employed experts and trusted to them?—A. Yes. The only trouble he had was with the tower. Many people have been under the impression that only the tower was built; but there was 75 feet of building besides the tower, and that was perfectly built.

By the Chairman:

Q. Was it not with the tacit consent of the department that no clerk of works was appointed?—A. Not only with the tacit consent, but with the open consent. As it was right under our eyes, we thought we had enough men to superintend that work properly; but what is the business of everybody is the business of nobody, and the work went on.

By Mr. Fyshe:

Q. There was no scheme on the part of the contractor to arrange things so that there would be no clerk of works?—A. Oh, no.

Mr. Bazin:

Q. The tower was put up again?—A. The contractor finished his contract as if the tower had never fallen. He is now before the courts trying to get $14,000 or $15,000 for that.

By the Chairman:

Q. You occasionally employ outside architects?—A. Yes.

Q. To them you pay commissions?—A. Yes.

Q. For instance, in building a post office at Winnipeg or at Edmonton, you employ them instead of your own staff?—A. Yes.

Q. What commission do you pay them?—A. Their own tariff of fees—two per cent on the estimated cost of the building when they only prepare the plans; three per cent when they prepare the plans and sketches; five per cent when they prepare all the detailed plans and follow the work right on to the end; seven per cent when they take charge of the work from beginning to end; prepare the plans, and the details, and supervise it and see it done right down to completion.

Q. Coming from the buildings to the contents thereof, your department supplies on requisition the furniture for the different departments?—A. Yes.

Q. Here in Ottawa you supply the furniture for the two Houses of Parliament?—A. No.

Q. Do the Senate and House of Commons buy their own furniture?—A. Yes.

Q. You supply the departments?—A. Yes.

Q. Do you get this furniture from the tradesmen having the patronage in Ottawa?—A. Yes.

Q. Do you pay retail prices for the furniture?—A. It could not very well be otherwise, as you do not find men who require the same kind of desk. For instance, I work on a flat table, while another man wants a roll top desk, another man wants another kind. We supply the furniture as it is needed of the class that is needed, trying to satisfy ourselves as to the current prices. We have the catalogues of all the companies.

By Mr. Fyshe:

Q. You do not make any of this?—A. No. We make the pigeon holes for the fices when they are required, but it costs us less to buy furniture ready made. hairs we generally buy by the hundred, because they are of the same kind that are anted ; but we could not do that with desks.

By the Chairman :

Q. The repairs and furnishings for the Ottawa buildings cost last year over 93,000 ?—A. Yes, but this includes the maintenance of all these buildings, the re-irs to the roofs, stone work, glazing, plumbing, heating, gas fixtures and all that.

Q. The light was not included in that ?—A. We pay the Ottawa Electric Com-any for the light, but we have to buy the fixtures and put them in.

Q. The lighting of the buildings cost $33,000 ?—A. Yes. We have a contract for at.

Q. While the heating of the buildings came to $95,000 ?—A. Yes. We have also contract for the coal.

By Mr. Bazin :

Q. I was told some days ago that one day when some water pipes broke, it was veral hours before the water could be stopped, which was due to one of the engineers eing away ; it was during the night, I understand, and no one except him could cate the break and stop the water running, and the consequence was that several ousand dollars of damage was done to property?—A. I would like to investigate at and find that it is not true. The service in general of all the working depart-ents are subject to the greatest abuse from people who do not know anything about e work. If I ask the foreman in charge what happened, I shall probably find that hat has been told to you resembled it somewhat, but would not be the truth at all. robably they located the break, but wanted the advice of the foreman to repair it.

By the Chairman :

Q. Then, these buildings in Ottawa, occupied by the Government, and by the enate and the House of Commons, excluding Rideau Hall, cost for repairs, furni-re, lighting and heating over $300,000 a year?—A. Yes. It is not excessive. These uildings cost $6,000,000, and if you ask any one how much per cent a building de-eriorates—stone, wood and everything—and how much per cent is required each ear to maintain a building in perfect condition, you will find that $300,000 on $6,-00,000, which is only five per cent, is not excessive. I will send to the Commission statement which I have had prepared, which will show that on the capital invested e amount expended for the maintenance of the buildings is not at all out of keep-g with their value. Of course, in a great business like this there is dead wood—I n not going to deny that ; there are men employed who do not earn the $1.25 a day hich they are paid, and the tradesmen sometimes charge us a little too much ; but king them as a whole, I believe these Government buildings are carried on more conomically than the Government buildings of the United States, or of England or rance.

Q. You have an army of men employed in taking care of the grounds—are they ppointed by local political influence ?—A. Yes.

By Mr. Fyshe :

Q. You have had a long experience in your department ; don't you feel that you ould have carried on the work of the department better if you had been responsible or every appointment and every promotion and for the proper discipline of the ser-ice ?—A. I would not have done better work, but possibly I could have done it heaper. My experience is that with the staff I have had at my disposal in the last

seventeen years I could not have done better work than I have done. The responsible officers are first-class men, and we could not get any better work from any others. As to the work being carried on at less cost, that is another question.

Q. Could that cheapness be obtained by reducing the staff or the salaries ?—A. I would have paid higher salaries to everybody.

Q. Then you could only have done that by using fewer and better equipped employees ?—A. That seems to be the conclusion.

By the Chairman :

Q. Reverting to the architect's and engineer's branches, have you had any graduates of the Military College ?—A. A few, but very few.

Q. Do you get graduates in science from the universities ?—A. We have drawn a few from the Toronto universities, a good many from McGill and the Polytechnique School in Montreal; that is, the school in connection with Laval University.

Q. You build drill halls and armouries for the use of the militia ?—A. Yes.

Q. Who prepares the plans of these ? Are they prepared in the Militia Department ?—A. No. The Militia Department simply says : We require accommodation for 100 or 200 men, infantry or artillery. The Militia Department gives us the details and we prepare the plans and send them to the department. If they concur in the plans, they send them back to us and we call for tenders, put up the building, and hand it over to the Militia Department.

Q. Don't they often want very expensive buildings, somewhat of the nature of clubs ?—A. I do not know. They want the buildings more like the buildings in England, where they are very expensive. They take the English buildings as a standard. In connection with the Toronto barracks, I believe a board of officers of the militia went to England to inspect the buildings there, and when they came back, as the result of their study they submitted a plan of barracks which could not be accepted because it would cost too much.

Q. Did it not tend to make the building a club for the use of the officers ?—A. No, it was the buildings themselves which were too expensive. The sub-division of the buildings was such as we are not used to here. I understand that a barracks in England consists of several buildings separated from each other. When they came to their own separate rooms, they did not want them to be the ordinary barrack rooms. They wanted something better.

Q. Your department has control of harbours and piers ?—A. Yes.

Q. In the Auditor General's Report, for several pages there are statements of expenditures in about 450 harbours ?—A. Yes.

Q. These expenditures are made on the reports of your district engineers ?—A. Yes.

Q. Who suggests that a wharf should be built, for instance at St. Fidele, in the county of Charlevoix ?—A. Generally a petition from the inhabitants, forwarded by the Member representing the constituency. When that comes to the Minister it is turned over to the chief engineer, who directs his resident engineer to go to the place and make an examination and report, not only on the actual technical features, but also on the economic features of the place, that is, on its trade. Some times a wharf is built for the accommodation of tourists, sometimes for the accommodation of fishermen, sometimes for transportation of produce. In either case the engineer reports on the estimated cost as well as on the possibility of construction as regards the natural elements of water, wind, ice, shoals, etc.

Q. There were debates in the House of Commons last session in regard to a wharf at a place called Disraeli ?—A. Yes. The debate turned on the fact that the wharf was not required as a wharf, but as an approach for a bridge that was being constructed for the municipality. The Department of Public Works tried to impress on the House that the municipality used the wharf after it had been built by putting the end of the bridge upon it.

Q. Are these expenditures for harbours and piers always made on the advice of engineers of the department?—A. On their report.

Q. Do they advise that it shall be done?—A. They are not specially asked to give ice. The engineer does not report for the purpose of tendering advice as to the isability of doing the work. He is there for the purpose of estimating on its hnical features—what it will cost. He is not responsible for its construction at a ticular place. The Minister, himself, according to the doctrine of Ministerial ponsibility, is responsible for the places where the work is to be done.

Q. Don't you think it is within the duty of an engineer, if he knows that a work notoriously inadvisable, to so advise the department?—A. If I were an engineer I uld hesitate before doing that. The report of the engineer shows plainly by its ticulars whether a work is reasonable or not. For instance, the engineer says that a particular place there is no commerce, because there are only eight families there; he says, this wharf is only two miles or a mile and a half distant from another one. s not necessary for him to add his opinion that he does not think it advisable. He ds in that report, and the Minister will then decide whether it is advisable or not.

Q. In Baie St. Paul are there not three wharfs?—A. Two. The place where wharf should be is where it is now. The other so-called wharf is only an isolated ck in the middle of the Baie which was only built for the lighthouse.

Q. Was not that a matter of politics—A. It may have been. The isolated block s built for years before the wharf was constructed.

Q. How much did the wharf at Hull on the other side of the bridge cost ?—A. ,000.

Q. Is it used at all?—A. Yes. We told the House last session that there were hty-five calls at that wharf.

Q. What do you mean by a conductor at these wharfs?—A. The name depends irely upon the section of the country where the work is being done. In the depart- nt we call them clerks of work—that is the general name. Away in the west they called inspectors. Away east, in the province of Quebec they are called conduc- rs in French, which is translated into conductor. In the maritime provinces they called commissioners. But all these terms mean the same thing. They mean an pector of the work, the man who looks after it and sees that it is properly exe- ed.

Q. In addition to dredging, and all that kind of thing, your department has the intenance and repairs of slides and booms?—A. Yes.

Q. That brings you in some revenue?—A. Yes, that is where we derive our main enue from?

Q. Then you have some Royal Commissions—you have a transportation com- ssion ?—A. Yes.

Q. Is the Transportation Commission sitting now?—A. No, their labours are led; but the International Waterways Commission is sitting. There is a St. John ver Commission which is not organized yet.

Q. There are four members of the Waterways Commission and a secretary?—A. ree members. In the place of Mr. King, who resigned, they have Mr. Stewart, the lrographer of the Marine Department.

Q. Do you pay him $25 a day?—A. Yes, but his salary as an officer of the depart- nt is deducted when he receives pay as Commissioner.

Q. Mr. King got $25 a day?—A. Yes, for the time he was acting.

Q. Was his pay deducted?—A. I believe it was.

Q. Then, your department has charge of graving docks?—A. Yes.

Q. You have graving docks at Lévis, Kingston and Esquimalt?—A. Yes. We ve some revenue from them.

Q. Are you still paying Mr. Gibbons $50 a day?—A. Yes.

Q. Was there ever a commission before the chairman of which was paid $50 a day?—A. The predecessor of Mr. Gibbons was Mr. Justice Mabee. We offered him $25 a day, and he declined it. He said, if you want a chairman at $25 a day, go somewhere else. We had to pay him $50 a day.

Q. In your department do you pay strict regard to the votes and not over expend them?—A. Yes.

Q. You had some correspondence with the Auditor General with regard to that?—A. An over expenditure is a thing against which we cannot guard very well. Some of our men do not understand the necessity, but I always try as much as possible to keep within my votes.

Q. I suppose there are probably a thousand votes connected with the work of the department?—A. I believe we had last year 1100.

Q. Mr. Steckle has been for years working on your estimates?—A. Yes, he is the officer who prepares them.

Q. Do you communicate with all your officers outside and get estimates from them of their probable expenditure?—A. Yes. Of course the first estimate we prepare is for the main estimates. As these are only for works already undertaken we know pretty well what is required. When we make our supplementary estimates for new works, we have necessarily to have reports from our outside officers. When all these reports are in, a list is made, and a selection is made from them, sometimes with a view to local necessities, but generally I think it is pretty honestly done. I do not see very much difference in this respect between the doings of the past eleven years and the doings of the eleven years before 1896.

By Mr. Fyshe:

Q. Has not your long experience and your custom of doing certain things rather blunted your critical faculties as to what is right or wrong?—A. I have to use eyeglasses now. When I was twenty years younger I did not have to use them.

By the Chairman:

Q. How much has your expenditure increased in fifteen years?—A. The only comparison I have made is with the year we started as a separate department. When we started in 1880 our appropriation was a little over $850,000 for the year; now it is over $10,000,000. Before 1896 our expenditure was about $3,500,000; last year it was over $9,000,000. Yet during that time the increase in pay, not only of myself, but of the leading employees of the department has been far from commensurate with the additional work we have had to do.

By Mr. Bazin:

Q. How can you explain that increase of expenditure?—A. The development of the country.

Q. You do not call it wasted money?—A. Oh, no.

By the Chairman:

Q. How does the development of the country tend to require four hundred and twenty petty harbours to be built?—A. I am afraid we are not rendering justice to the people living in the small places by suggesting that they should be neglected.

By Mr. Fyshe:

Q. In the old country you will find no such condition of things. If the people in any out-of-the-way neighbourhood want any work carried out, they have to find the capital to do it themselves. Why should there be such a contrast between the

y of doing things in the old country and the way of doing them in this country?—
It is a question of how you begin. If you begin to establish a system, you have to llow that system throughout. Here the country has been developed because the overnment has assisted. If the Government had not assisted, I think the country uld have remained backward.

By the Chairman:

Q. In thinking over the whole matter, if you have any special ideas as to how ur department can be improved, will you kindly make a memorandum of them?—. Certainly, I have some views I would like to express in reference to examinations d promotions and also as regards superannuation, which I will jot down and send you.

Q. Do you think these outside engineers are treated liberally enough?—A. I do ot believe that they have a good enough hope for the future. An engineer's life is f the hardest. He has to go out in all kinds of weather and stand the inclemencies of very season. In the case of one of our engineers who died, I tried to have $1,000 oted to his widow. It was refused on the ground that the practice was only to vote wo months salary. In view of a case like that, the effect on our engineers is to make em say, What is the use of my killing myself? There is no superannuation for e, and if I die in the service nothing will be done for my family.

Q. When your engineers and inspectors and other high officials go out on duty, re they paid anything beyond their bare travelling expenses?—A. They are paid eir actual and reasonable expenses only, and these are looked after pretty closely. hen they had an allowance of $3 or $4 a day, they could live as they liked, and if ey saved anything they could put it into their pockets. Now they have to declare at he end of their account that every cent of the expenditure has been on government usiness. A man cannot take a cordial if he is cold, or sick, or spend anything extra-rdinary, and put it into his account. If he spends it, he has to lose it.

Q. The consequence is that there is no inducement for men to go beyond the ctual necessity?—A. Why should a man do so when he knows he has no recognition?

Enclosure.)

DEPARTMENT OF PUBLIC WORKS,
OTTAWA, June 11, 1907.

DEAR SIR,—I send you herewith the statement which I promised to supply to the ivil Service Commission, concerning the Department of Public Works.

Yours very truly,

(Signed) A. GOBEIL,
Deputy Minister.

HOMAS S. HOWE, Esq.,
Secretary Civil Service Commission,
Room 2, The Senate.

DEPARTMENT OF PUBLIC WORKS, CANADA. COMPARATIVE ABSTRACTS OF STAFF LISTS FOR FISCAL YEARS 1891-92 AND 1905-6.

Number of Officers, Clerks and Messengers.		Official Positions.		Amount of Salaries Paid.	
1891-2.	1905-6.	1891-2.	1905-6.	1891-2.	1905-6.
				$ cts.	$ cts.
1	1	Deputy Minister	Deputy Minister	3,200 00	4,000 00
1	1	Chief clerk, secretary	Chief clerk, secretary	1,825 00	2,000 00
1	1	Chief clerk, accountant	Chief clerk, accountant	2,375 00	2,350 00
1	1	Chief clerk, engineering branch	Chief clerk, engineering branch, in charge of Parliamentary Estimates	2,350 00	2,800 00
1	1	Chief engineer	Chief engineer	*96 77	3,500 00
1	1	Chief Architect	Chief architect	3,200 00	3,500 00
1		Chief clerk, chief mechanical engineer		†195 82	
5	6	First class clerks	First class clerks	4,183 87	13,525 00
12	12	Second class clerks	Second class clerks	‡12,982 14	15,683 33
2			Junior second class clerks		948 61
5		Third class		4,026 75	
3	2	Messengers	Messengers	1,040 80	1,400 00
		Private secretaries	Private secretaries	596 76	600 00
30	30			36,082 91	50,306 94

In 1906-7 three first class clerks were promoted to chief clerkships. In 1907-8 two first class clerks were promoted to chief clerkships.

*Chief engineer suspended, only $96 77 paid him out of his salary $4,000.

†Chief mechanical engineer suspended, only $195 82 paid him out of his salary $2,400.

‡Two second class clerks suspended, received only $382 97 instead of $2,700, and one second class clerk died after receiving three months pay at $1,400.

[illegible]

Number of Officers, Clerks and Messengers.		Positions.		Amounts of Salaries Paid.	
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
	20	[illegible]	[illegible]	11,790 81	24,170 82
	4	Clerks of works and Mechanical engineers	Engineers, clerk of works and mechanical engineers and timekeeper.	4,441 40	6,821 46
	4	Draughtsmen.	Draughtsmen.	4,482 33	5,742 43
	14	Clerks and messengers	Clerks and messengers	30,486 46	3,586 52
			Messenger		630 00
	42			51,202 00	45,951 63

[illegible]

	5	Engineers, assistant engineers and other engineering employees	Engineers, assistant engineers, superintendents of dredging, inspectors and other mechanical engineers	[illegible]	[illegible]
	4	Draughtsmen.	Draughtsmen.	[illegible]	[illegible]
	14	Clerks and messengers	Clerks and messengers	[illegible]	[illegible]
	6				[illegible]
	42			[illegible]	[illegible]

SESSIONAL PAPER No. 29a

Telegraph Service.

Number of Officers, Clerks and Messengers.		Positions.		Amount of Salaries Paid.	
1891-2.	1905-6.	1891-2.	1905-6.	1891-2.	1905-6.
				$ cts.	$ cts.
1	1	General superintendent	General superintendent	3,000 00	2,000 00
1	1	Assistant superintendent	Inspector	1,500 00	1,999 99
1	3	Clerk	Clerk and copyists	891 50	2,592 50
3	5			5,391 50	6,592 49

General Departmental Service.

4	9	Technical employees	Technical employees	1,664 29	8,789 00
67	60	Clerks and copyists	Clerks and copyists	34,388 70	48,866 71
8	2	Messengers	Messengers	3,026 94	1,238 75
79	71			39,079 93	58,894 46

Architectural Branch.

	11		Superintending architects, clerk of works, inspectors and assistants		14,757 70

Engineering Branch.

	46		District engineers and assistant engineers		63,402 88
	34		Draughtsmen, accountants, paymasters, clerks, copyists, &c.		19,170 00
	2		Messengers		408 52
	82				82,981 40

OUTSIDE TELEGRAPH SERVICE.

	5		District superintendents		$ 9,300 00

REMARKS.

1. In 1891-2 clerks of works, civil engineers, draughtsmen, paymasters, clerks and messengers were paid from the special appropriations made by Parliament for the works and services on which they were engaged.

2. The superintending architects and clerks of works are not yet classified, but will soon be put into classes.

3. The civil engineers were classified by Order in Council, May 8, 1907, also the architects at headquarters and the telegraph superintendents thus:—Junior class, 1,000 to $1,500, annual increase $100; senior class $1,500 to $2,000, annual increase $100; in charge of works $2,000 to $2,700, annual increase $100; special work and services $2,700 to $3,000, annual increase $100; assistant chiefs $3,000 to $3,200, annual increase $100.

4. The non-permanent clerks and copyists are also divided into classes as follows:—Junior fourth class $500 to $700, annual increase $50; senior fourth class $700 to $1,000, annual increase $50; third class $700 to $1,200, annual increase $50; second class $1,200 to $1,600, annual increase $50; first class $1,600 to $2,000, annual increase $50.

In the professional branches comprising draughtsmen, accountants, &c.:—Third class $800 to $1,200; second class $1,200 to $1,600; first class $1,600 to $2,00.

OTTAWA, June 19, 1907.

Mr. J. J. O'MEARA, of the Elevator Staff, called, sworn and examined:

By the Chairman:

Q. You are on the elevator staff?—A. Yes.

Q. Where?—A. In the House of Commons.

Q. Which is your elevator?—A. The one on the House of Commons side.

Q. The elevator going up from the ground floor to the railway committee room?—A. Yes.

Q. How long have you been engaged there?—A. I have been here about four years.

Q. What salary did you get?—A. $50 per month.

Q. What are your hours?—A. My hours during recess are from 8 o'clock in the morning until 4 o'clock in the afternoon, and then I have work to do after four.

Q. Then in the session what are your hours?—A. In the session one week I go on at 7.30 a.m., I clean and prepare my elevator and get it ready to run at 8 o'clock: then I work from that until four o'clock, and the next week I come on at six p.m. and remain until the elevator shuts down. My hours are not limited. I may have to stay there until next morning. I remain on the elevator as long as there are any members in the House.

Q. One week you are on day service and the next week on night service?—A. Yes.

Q. And when you are on night service your hours have no limit?—A. No, may have to work 13 or 14 hours. So long as there are any members in the House I have to remain. Very often the House will adjourn at 11 o'clock or twelve o'clock but the members may have something to discuss and they will go to their rooms for that purpose and I have to remain in the building. I am not supposed to go until they are all out.

Q. You do not live in the House of Commons building do you?—A. No, sir.

Q. You have to go home after that?—A. Yes, sir.

Q. Do they give you uniforms?—A. Just for the door. We wear a uniform during the session, and I have to go on as door man during the recess. That is in all regulations.

Q. But you only get $50 for the elevator?—A. Yes, we are the only ones that get that.

Q. Are there many elevator men?—A. Sixteen.

By Mr. Bazin:

Q. How many elevators are there in the building?—A. Altogether there are twelve elevators. But you see there are men that relieve for meals; they relieve three men for their meals. One man from 12 to 1, another from 1 to 2, and a third from 2 to 3. Then they have to be there in case of sickness or during the afternoon. In my case we double up, we have to turn out after our day's work if necessary. For instance, last January I came on in the morning at 8 o'clock and worked right through until 6 without any relief, and that very often happens if a man is sick or has a death in his family which makes it necessary for him to stay away. Besides that our work requires us to be neater and cleaner than the ordinary labourer.

By Mr. Fyshe:

Q. Do you get any time for lunch?—A. We get an hour at the door here.

By the Chairman :

Q. The exercise of that lunch hour depends upon the nature of the work you may be detained in the building?—A. Yes.

By Mr. Fyshe :

Q. How many elevators are there?—A. Twelve, altogether, on our staff.

Q. That is including all the departments?—A. Yes; there is one in the eastern block, two in the western block, two in the post office, three in the Woods' building, one in the railway commission, one in the archives, and in the old Woods' building there is one or two, I am not sure which, one in the House of Commons and one in the Senate.

By the Chairman :

Q. How long have you been in the service?—A. Four years.

Q. Had you any experience in running elevators before you entered the service?—A. Yes.

Q. Where do you come from?—A. Ottawa.

Q. What elevator were you running?—A. I had run the elevator in the Russell House about eleven years previously.

Q. May one ask who appointed you?—A. I was appointed by Mr. Sutherland.

Q. When he was Minister of Public Works?—A. Yes.

Q. I suppose he had known you at the Russell House?—A. I do not remember that there, but I was recommended to him by friends. Our grievance is that we have to do a great deal of work; a man coming into the building, the first place he comes to is the elevator. If he wants information he comes to the elevator man, and we have to give him information. And then the officials seem to think we are as much a messenger as the messengers because they come to us and say, 'Here is a letter for so and so, please deliver it.' And we have to deliver it. We are continually acting as messengers in that way.

By Mr. Bazin :

Q. But you do not have to leave the elevator for that?—A. Yes, the members expect us to call cabs for them and to go into the House and call members that way. Of course we cannot always do that just at the time but we have to watch our chance.

By the Chairman:

Q. You are, you say, at the beck and call of everybody?—A. Yes, everybody is our boss, we are there at everybody's call.

Q. Then in recess you have I suppose a comparatively easy time?—A. No, sir, I have not. I have to come on in the morning at 8 o'clock and clean all the brass work on the House of Commons doors, polish the floors and have the doors open between 9 and 10, then I am supposed to be cleaned up and to take visitors through the building explaining everything to them, I have to do this in addition to my work of cleaning up and keeping everything in shape.

Q. Besides attending to the elevator, the elevator attendants in the House of Commons act as guides and cicerones to the visitors?—A. We have also all our own cleaning to do, and that is something that is not done in any elevator outside the Government elevators.

Q. Who is your superintendent and chief?—A. We are under Mr. Ewart.

Q. That is the Chief Architect of the Public Works Department?—A. Yes, our direct boss would be Nelson Smith, the Chief Electrician.

Q. Is that the man that comes around the department and looks after the clocks?—A. No. that is only a young man from the observatory.

Q. Had you any experience with electrical elevators?—A. I have worked with them.

By Mr. Bazin:

Q. Are the elevators run by electricity?—A. All except those in Langevin Block which are run by water power. The later elevators put in are run by electricity.

By the Chairman:

Q. If anything goes wrong with the elevator is it part of your duty to get it to start?—A. Yes, we have to put on overalls and go down and help the electrician fix it. If it is only an ordinary breakdown, the cable slipping or anything like that, we fix it; but if there is anything wrong with the electrical parts why we call in the electrician.

Q. I presume you consider the remuneration is not sufficient?—A. It is not sufficient on account of the hours we have to work and the clothes we have to buy. We cannot hold our position unless our clothes are good, we have to make a good appearance, and that necessitates extra expense, but we are not paid any more than an ordinary labourer who can put on a pair of overalls and a smock and be ready for his work.

Q. What do you think would be a proper emolument that you should receive?—A. We consider that it should be at least $2 per day, or being paid by the month, $60 per month.

Q. That would be an increase from $50 to $60, or 20 per cent?—A. Yes.

Q. How long since the elevators began to be in use in the public buildings, do you know?—A. About seventeen years and there has been one increase in all that time and that an increase of $5. They started at $45 per month and now they are getting $50.

Q. Supposing anything happened to you, is there a man ready to take your place?—A. The man who is working with you, has to jump in.

Q. Is there a reserve force of elevator men?—A. No, sir, if I am sick they simply get the man working at nights to come on in the day time, I have very often been working all night until four in the morning and have been called out at ten o'clock in the morning to double up because the other man was sick. Of course it is this way. I would do it one day for one man and he would do it for me the next day.

Q. You are a small class then, there are not many in your class?—A. Not many only about 15 or 16.

Q. Do you know what is the pay of the elevator man in, say, the Citizen Building?—A. The man in the Citizen Building gets $45 a month and besides he gets quarters in the building or the equivalent; he had $75 per month and no quarters and I think they give him now $45 and his quarters. We have a statement prepared which practically covers the same ground as that given you yesterday by the electrician.

Q. Would you like that statement published or attached to your evidence?—A. Yes, sir, I have something here that pretty nearly covers it. Each man made us a statement and we have picked out a few.

One of our men, J. B. Rioux gives the statement of his expenses as follows:—Taxes, 1892, $30; 1906, $36, increase $6 in ten years; school taxes, 1892, $4.50. 1906, $6, increase $1.50 in ten years. Balance left $358 to feed the family for a year.

Joseph Hut, who rents a house at $12 per month, and six of a family; clothing an average of $220 per year, schooling, $3 per year, total $377, balance $233 per year.

Joseph Baulne, rents a house $14 with a large family; school, $5, clothing, $300. an average of $475, leaving a balance of $127. This man cannot make both ends meet, he has to make debts, somebody has to come to his aid, most likely the grocery man.

By Mr. Fyshe:

Q. What does he stay in the service for?—A. Because it is the best he can do, as he was hurt in the discharge of his duties and is unable to do heavy work.

George St. George, rents at $14 per month, taxes $36 per year, clothing $75, total $279 ; balance $324, that is the largest surplus on the staff.

H. Seguin, rents at $15 per month, clothing $175, total $355, balance $245 for all the necessaries of life.

H. Viau, taxes $21.38 ; school, $1.50 ; clothing, $120, total, $148.

My own expenses are $15 a month—my reason for paying that rent is that I have to rent a house close to the buildings on account of having to go home in the morning, clothing $200, total $380, leaving a balance of $220.

Treau Docolle, rent 1892, $12, this has been increased $5 ; school taxes in 1892 were $7, and in 1906, $10, increased $3; total amount expenses compelled to pay by law, $404, leaving a balance of $196 on which to feed the family.

A. Chapman, cost of living, $1 per day ; taxes, $34 per year ; clothing, $150 per year ; fire insurance, $17 per year, school taxes, $18 per year ; making a total of $584. What about doctors, drug store, life insurance and unforeseen expenses?

By Mr. Bazin:

Q. When you mention an increase in rent there from $7 to $12, do you mean for the same house?—A. Yes, for the same house.

Witness retired.

HOUSE OF COMMONS,
OTTAWA, June 18, 1907.

THOMAS S. HOWE, Esq.,
Secretary, Civil Service Commission.

SIR,—Inclosed please find a statement prepared by the Government elevator staff, Be good enough to cause this statement to be laid before the Civil Service Commission at the earliest moment, and, if possible, make arrangements for one of our staff to appear in person before the Commission, that explanations not easily reduced to writing, but of the first importance, may be made, and made with clearness and brevity in view.

I remain,
Respectfully yours,
(Signed) JOS. J. O'MEARA,
Box 263 H of C.
Secretary Govt. Elevator Staff.

Expenses which are liable to happen at any time:—

INFORMATION OF DIFFERENT TRADES.

Common Labourers.

1896—Received a salary of $1.25 per day for ten hours work.
1907—Receives a salary of $2.25 per day for nine hours work, increase of $1 per day.

Carpenters.

1896—Salary, $1.75 per day of ten hours work.
1907—Salary $2.75 to $3.25 for days of 9 hours, increased $1 to $1.50 per day.

Bricklayers and Masons.

1896—Salary $3 for ten hours work.
1907—Salary $4.05 for 9 hours work, increased $1.05 per day.

General Increase.

Coal and wood, doubled ; flour bread, increased and weight made smaller. All kinds of meat, tobacco, butter, cheese, eggs, vegetables, potatoes. Even potatoes, 1896, could be bought at 25 cents per bag, and in 1907, $1.10 to $1.25 per bag.

A married man or man keeping house, paying rent or taxes, clothing and schooling his family at $6 per year on an average has $240 for to feed his family ; there are fire insurance, doctors, and other expenses which may come up at any time.

The Royal Commission on the Civil Service met this morning at 11.30 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

Mr. ALEXANDER R. MACDONALD and seven other gentlemen appeared as a deputation representing the various mechanical and labouring branches of the Public Works Department.

Mr. MACDONALD said:—I will submit to you a statement submitted a short time ago to the Hon. Mr. Lemieux, Minister of Labour, in pursuance of an interview which we had with him. This was not altogether prior to the appointment of the Commission, but in the early days of the Commission, and we were encouraged by the fact that the Commission had been appointed, and also by the Minister of Labour, to come and present our case before your Honourable Body, and we desire to do that to-day.

(The statement was then read.)

Mr. MACDONALD proceeded:—I would like to correct one figure in the schedule, that is, with regard to the wages of labourers. They are rated there at $2.00 a day, whereas they should be rated at $2.25. When the schedule was prepared, it was a day prior to the settlement of the wage difficulty between the labourers and the contractors of the city. The day we presented the statement to the Minister of Labour, the labourers had secured $2.25 a day, or 75 cents a day more than the labourers employed by the Public Works Department. The wages of carpenters quoted in the schedule may be a little, but very slightly, in excess of the amount paid by contractors.

Mr. MACDONALD was then sworn and examined.

By the Chairman:

Q. How long have you been in the employ of the Public Works Department?—A. Since 1898.

Q. Which of the classes mentioned in the schedule do you belong to ?—A. Bricklayers and masons.

Q. You have a nine hours day ?—A. Yes.

Q. Is that the same as the rule with outside contractors?—A. Yes.

Q. If you have to work overtime, are you paid for it?—A. We are paid only for the time that we work.

Q. If people employed by contractors work ten hours, would they get paid for the extra hour?—A. Yes.

Q. When was the scale fixed by the Public Works Department?—A. When I entered the service bricklayers and masons were receiving $2.50 a day. Outside the service I had been receiving $3.25. I made a sacrifice of 75 cents a day to get a position in the department.

By Mr Fyshe :

Q. What was your inducement to do that?—A. Nothing more than like many ers to get into the employment of the Government.

Q. Of course, you had the idea that the permanent employment would partly ke up for the loss?—A. Perhaps that was my impression at the time.

By the Chairman : .

Q. When was the scale raised from $2.50 to $3.25?—A. It came by stages. The n. Mr. Hyman gave us an increase of 12½ per cent. That applies to all but the ourers, who are receiving $1.50. There was no increase given to them at that parular time, for the reason that there were labourers working for $1.25, and their es were raised to $1.50, while the other labourers who were receiving $1.50 were where they were. Since that time I think the bricklayers and masons are the only s who have got an increase of 25 cents a day.

Q. You work nine hours a day, and if you had to work ten hours, presuming h a thing to occur, you would get nothing extra?—A. Yes, we would be paid for extra hour. But there is very little extra work—it is immaterial.

Q. But a bricklayer working on say one of Mr. Bate's houses, ten or eleven rs a day in order to rush the work, would be paid for the extra hours?—A. The outside work but nine hours a day. If they work extra time, they would be d for time and a half up to midnight, and after midnight and on Sundays, they ld be paid double time.

Q. So that in making a comparison of your position with that of outside workn, you think there is a difference in the year of at least two months?—A. Yes. In aggregate perhaps we are willing to admit that we make as much money as those ployed outside; but in order to secure that we have to give every hour to the Govment. If sickness overtakes us or if we lose two or three months we fall very much ind; whereas if a man outside, from sickness or other cause, has to knock for a month or two, he has only that month or two to make up at the higher rate pay. I am working for $1.25 a day less than the rate of wages paid outside. It y be asked why I do not go outside. If I did somebody would take my place under same conditions, and would suffer the same inequality that I am suffering. Plasers in the Government also are paid $1.25 a day less than outside plasterers, carters 90 cents a day less, and metal workers I think about 90 cents a day less than side men of the same trades. There is another consideration and I would like to press it strongly upon the Commission, and that is, the surroundings of men rking for the government. We have to dress better than outside workmen. If go to do work in Mr. Courtney's office, we cannot go as we would if we were rking on a building for a private contractor. We have to be clothed better. From very fact of our being Government employees, we have to maintain a social posin which we would not if employed outside. In the cities of Montreal, Toronto or nnipeg, the surroundings of mechanics and labourers are not such as they are in tawa. In those cities a mechanic dons his overalls when he goes to work in the rning. The members of the Civil Service we daresay do not get adequate pay, t they maintain a certain social standing, and our children have to associate with m and maintain a certain social standing with them in the schools.

Q. You are paid by the day?—A. Yes.

Q. Are you paid for Sundays?—A. No. If we lose a day or an hour we are arged for it.

By Mr. Fyshe :

Q. If you meet with an accident or are taken sick, are you charged for the time u are absent?—A. If we are taken sick or meet with an accident, it is optional h the department to pay us or not. It altogether depends on the generosity of the partment.

Q. That is, it depends on the deputy head ?—A. On the deputy head.

Q. But in most cases they would pay you, would'nt they ?—A. If we presented a doctor's certificate, we might. There have been cases in which men who have been sick have not been paid.

Q. They would be more generous in that respect than an individual employer ?—A. They might, but not generally. The individual employer fears the Employer's Liability Act, and if a man is seriously injured, his employer will compromise very often by providing a doctor and paying for the loss of time.

By the Chairman :

Q. In order to show that the proper amounts are paid, there is a monthly pay-list ?—A. We are paid fortnightly.

Q. And you receipt the payment ?—A. Yes.

Q. And in order that the money may be paid, the superintendent has to certify for the auditor general that you have been at work all the time?—A. Yes.

Q. The superintendent could not remit anything on account of your being sick ?—A. No.

Q. It is no fault of the employees of the Government if you are not allowed for sickness ?—A. No, it is the system. There is no stability or permanence. I may be here to-day, and for no fault of mine I may be away to-morrow. I may spend six months in the employment of the department, and through lack of work I may be put off, or perhaps somebody having a little more political preferment may supplant me. So that there is no permanence in our employment.

By Mr. Fyshe :

Q. What check is there on the workmen in the department ?—A. In the morning, when we go to work, we take out a check from the check office at the workshop on Queen Street. We have made provision to be immune from it to-day. No matter where we may be employed, we have to return the check at 10 minutes to 12. That is a guarantee that we have been at work.

Q. You may have been loafing all the time ?—A. No, because our foreman or the timekeeper may drop on us at any moment.

Q. There is a timekeeper on every job?—A. No. There is a foreman of every trade, and we have to keep ourselves at work or we may be summoned to the office and suspended.

Q. The foreman or the timekeeper is always expected?—A. Yes. We have to take out the check again at 1 o'clock, and return it at 5 o'clock in the evening.

By the Chairman:

Q. How many are employed in the Public Works Department in Ottawa?—A. Between 140 and 150. The number fluctuates.

Q. Are your workshops all at one place?—A. No. The carpenter shop is at one place. The bricklayers and masons have our shops where we keep our materials, in the yard of the East Block. We may be called to work at the Experimental Farm at Rideau Hall or at the Government Printing Bureau. I may say we are asking to be paid according to the fair-wage scale applied to Government contracts. I may say that things are being conducted very much better now than they were some years ago, when work was done by contract.

By Mr. Fyshe:

Q. The work is very much better done?—A. Very much better and very much cheaper done on the day labour system.

Q. Is not that as a rule wasteful?—A. No.

Q. Is'nt there more loafing?—A. Not under a good superintendent.

Q. I have noticed some people laying a pavement down at the gates of the Govment grounds, and it seems to me that they are not getting along very fast?—A. ere may be a reason for that. The men employed, while desirous of doing the work, y not be well qualified for it. I may be permitted to mention that the day labour em is carried on by the city corporation and has proved very successful.

Q. If that is true, it is quite a tribute to the conscientiousness of the workers?—I would rather think it was a tribute to the supervision of the work. The great iculty in the past has been that where day labour was carried on the supervisor or eman was not in sympathy with the day labour system. The present chairman of Board of Works in Ottawa, Alderman James Davidson, is in thorough sympathy h it. He inaugurated it and has carried it on very successfully. All our sidelks in the city laid during the last eight or ten years have been laid on the day our system, and they have cost one-third less than they did under the contract tem.

By the Chairman:

Q. How are you appointed in the beginning—by politics?—A. No, not myself.

Q. But speaking generally?—A. I am speaking now for myself. I think it was ing very largely to the interest I had taken in the past in the labour movement. e Government undoubtedly deserve considerable credit for having established the r-wage system on Government contracts, by which the wage to be paid is the scale vailing in the district where the work is to be done. That is working splendidly m Vancouver to Prince Edward Island. But a very strange thing about that is . If I may be permitted to speak personally, I am acquainted with the different our leaders throughout the country, and was perhaps largely instrumental in hav- that provision put on the Statute Book; yet these labour leaders say to me, 'It is nge that while we are enjoying that wage scale on Government works, you are king for the Government on a very much smaller scale.' For instance, I am king for $1.25 a day less that the men in the same trade on the new addition to Parliament Building within a stones throw; yet we are both working on Governt work, and the same thing applies to all the other workmen represented here.

Q. That is because the work is being done by contract?—A. Yes, and the con-tor has to pay the fair-wage scale.

Q. No doubt your prominence in labour circles had a good deal to do with your ointment, and a very worthy appointment it was; but we are speaking of your 150 freres employed by the Public Works Department—have they been appointed ugh political influence?—A. I rather think not. After the present Government e into power there were very few removals from the mechanical staff. While politi- preferment is exercised in all branches of trade, it has not always predominated.

Q. Then the local Members have not been anxious to press into the mechanical artment men who were not skilful artisans?—A. No, because as a matter of fact foremen would not accept them. I can speak with some knowledge on that t. The men here are a true representation of the class of men employed. Mr. a is a house carpenter; Mr. St. Pierre is a cabinet maker; Mr. Gorman, who is resenting the labourers, is a clerk to the foreman mason; Mr. Trudel is an upholer; Mr. Legault is a plasterer; Mr. Mayer is a sheet and metal worker; Mr. Beau- is a painter.

Q. Then you do not think that political patronage has much to do with the apintment of the mechanical staff?—A. No. While I am free to admit that it has me bearing, it has never been given any very great prominence.

Q. Then, as a rule, you have no unworthy men, such as drunkards, forced on ?—A. No.

Q. The members of the mechanical staff do their duty faithfully all through the y?—A. They do their duty faithfully all through the day. Another thing: The ss of mechanics about these buildings are of a superior character. The work we

are engaged in is of a repair character. For instance, we may be sent to take out a grate and repair it, which is a very different thing from putting in a new grate. Then the upholstering of chairs needs technical skill.

By Mr. Fyshe:

Q. If you take out an old grate and put in a new one, or take out lead pipes and put in new ones, what do you do with the old material?—A. That is all returned to the foreman. He is the stock keeper.

Q. Have you any plumbers employed by the department?—A. Quite a few. I may say that we have not a representation of the plumbers on this deputation. They appear to be satisfied with their condition at the present time.

Q. They belong to the aristocracy of the working classes?—A. They may be the aristocracy of labour. It may be owing to the fact that they are paid by the month and are paid for Sundays and that they have two weeks holidays. I do not mention this to indicate that they are enjoying conditions better than they should; but at the same time they enjoy those conditions that we do not.

Q. To what classes do you refer?—A. Plumbers, steamfitters, blacksmiths and electricians.

Q. Could you or any of the other gentlemen provide us with a statement showing approximately the cost of living now compared with what it was say ten or twelve years ago?—A. I think I could prepare that.

By the Chairman:

Q. That statement should also show what your remuneration was ten years ago as compared with what it is to-day—because Mr. Macdonald said he came into the Government service when he was receiving $3.25 a day?—A. I will tell you how that occurred. It was at the end of the season, I think in the month of December, 1898, when I would otherwise have had about two months rest. I thought I would supplement my earnings by seeking a position in the department, and I came in at $2.50 a day after having worked during the preceding summer at $3.25; and having got in, I remained.

By Mr. Fyshe:

Q. If you could make the comparison for five or six years farther back, so much the better?—A. I might say that 30 years ago carpenters were receiving $2 a day. In the thirty years they have only received an increase of 25 cents per day; and painters the same. Admitting that we did get in by political preferment, I do not think there is any very great preferment when we are obliged to work for $1.25 a day less than the wages paid outside.

By the Chairman:

Q. I ask you as a general question whether you are not of opinion that the members of the mechanical staff are capable and efficient men doing a good day's work?—A. They are. I will go so far as to say that man for man they are superior to the general run of mechanics outside. If I might again become personal—and what I say applies largely to the other members of the staff—it is said that a man cannot have more than one trade; but I am proficient at both brickwork and stonework, and I am utilized in both. We have in the service of the Government a superior class of mechanics, as may be seen by an inspection of their work throughout these buildings. I would ask the Commission to take into consideration the agreement entered into between the Secretary of State and the Typographical Union with regard to those engaged in the Printing Bureau, Government employees like ourselves. They secure conditions which, to my mind, are very favourable, their scale of wages being based on the scale of wages prevailing in the city of Toronto. Toronto is looked upon as

the city in which typographical men receive the highest pay. The printers in the Printing Bureau are, I think, getting $1.50 per week more than those engaged in the city offices, namely, $15, as against $13.50.

By Mr. Fyshe :

Q. How do they manage to maintain that high standard in Toronto?—A. Owing to the fact that a great deal of printing is done there.

Q. The union must be very well organized?—A. It is very well organized. The city of Toronto is one of the leading cities of America, so far as typographical work is concerned.

By the Chairman :

Q. The trades union system has not entered into the mechanical staff of the Public Works Department?—A. The trades union system has not entered into our staff, although many of us are organized men.

Q. With only 150 all told, there are not enough masons or those of other trades to form a union?—A. No, but many of us maintain our standing in the different organizations. While we do that, it is by preference; they just permit us, since we do not come into competition with them.

By Mr. Bazin :

Q. As a mason, do you get enough work to keep you busy in your own trade during the winter months?—A. Oh, yes. The winter months are sometimes our hardest months, inasmuch as all the furnaces are going and we have to keep them in repair. We may be called to Rideau Hall or to the Experimental Farm as well as to any of the other Government buildings, or we may sometimes be sent to Aylmer or to Hull to repair the post offices. As a matter of fact, the winter season is our busiest season so far as masons and bricklayers are concerned, and the same thing applies to all others. In the summer time we are given a lot of outside work; in the winter time we are called here and there and everywhere. The buildings being old, they are trying to modernize them.

By the Chairman :

Q. At all events, for all the mechanical staff there is work all the year round?—A. Outside or inside. In fact, they have had to supplement the staff by putting on temporary hands.

The Chairman invited any of the other members of the deputation who desired to do so to present their views.

Mr. W. L. St. Pierre, being sworn, stated:—

What I have to state is not on my own behalf. I am undertaking to fight the battle of one of the labourers who is acting as stock keeper. He has been recognized as such by his foreman for four years, and yet he is only paid the wages of a labourer, that is $1.50 a day. He minds the tools, and all material for construction of 35 or 40 men and makes a yearly report. He is not a mechanic, but he is a practical man, and he fills the place of a man who would have to be paid $3.50 or $4 a day.

By the Chairman:

Q. What is his name?—A. Edward Gorman.

By Mr. Fyshe:

Q. Are you employed in the department?—A. Yes, I am a cabinet maker.

By the Chairman:

Q. I understand you are not speaking so much for yourself as that you consider that Mr. Gorman is doing the work of a stock keeper, and should be paid the wages of a stock keeper instead of the ordinary wages of a labourer?—A. Yes. Every foreman has an assistant who is paid $3.25 or $3.50 a day. Mr. Gorman is not a practical stone mason, but he is doing the work of a stone mason—he keeps the time of the men and makes a yearly report. But because he is not a stone mason, they refuse to pay him more than $1.50 a day. This is a special case to which I would like to call your attention, as it is a great injustice.

Q. Has the attention of the department been drawn to Mr. Gorman's case?—A. Yes, it was once or twice, and the reason they give is that he is not a mechanic. Though he is not a mechanic, he is filling the position in which they would have to pay another man, $3.50 or $4.00 a day. If he is suitable to do the work, he should be suitable to draw the salary.

Q. Who puts him to do the stock keeper's work?—A. Mr. Ogilvie, when he was a superintendent of public works.

Q. Who succeeded Mr. Ogilvie?—A. Mr. Shearer.

Q. He is retaining Mr. Gorman in the same position?—A. Yes.

Q. You wrote on the subject to Mr. Hunter, the private secretary of the Minister?—A. Yes.

Q. Is that the proper method to be adopted—to write to the private secretary of the Minister with regard to the standing of one of the mechanical staff? Would it not have been better to have written to the deputy head, who is not concerned in politics?—A. We did that. At the time we wrote to Mr. Hunter, the deputy minister was away, and had been away for a good while. We spoke to Mr. Gobeil and to Mr. Ewart. Mr. Ewart said the same thing as the other gentlemen, that Mr. Gorman, not being a mechanic, could not receive more pay than he did.

Q. Would it not be better for you to go now to Mr. Ewart and draw his attention to Mr. Gorman's case?—A. What I am trying to submit to you is that this man has not been rightly dealt with. We have already mentioned the case to Mr. Ewart, and he has said that not being a mechanic, though filling the place of a practical mechanic, Mr. Gorman could not get more than labourers' pay.

By Mr. Bain:

Q. Since the different trades are complaining, don't you think it is in their interest that the department is refusing to give Mr. Gorman the pay of a mechanic?—A. If the man were filling the place of a mechanic, then there would be an injustice, but he is not supposed to fill the place of a mechanic, he is supposed to fill the place of storekeeper or storeman, he has charge of building materials, to see that the men are at work, to keep track of all the tools and materials, and whatever is sent out or comes in. He is not called on to do any mechanical work.

By the Chairman:

Q. What was Mr. Gorman originally appointed as?—A. He was appointed to assist Mr. Robitaille, the foreman of the masons and bricklayers. He was appointed by Mr. Ogilvie.

Q. Mr. Robitaille is the foreman?—A. Yes.

Q. Why should he be paid for work he does not perform while he is not paid for work he does perform?—A. That is what we don't understand.

Mr. [illegible] being sworn, said:

Speaking on behalf of the outside staff, I would call your attention to the fact that we are often called upon to do carpenter, painting, varnishing and paper-hanging as

ill as painting. A man working in a shop outside gets $2.50 or $2.75 a day as a neral hand, that is, a rough painter. Then, if I apply for a position outside, the st thing the employer would ask would be, 'Are you a painter or a grainer, or a terer, or a glazier, or a paper-hanger'? At present I am doing glazing at the conrvatory at the green-house in Major Hill Park. To-morrow I may be called on to ain a door, the day after to do some lettering, the day after to do some paperinging. A man doing glazing only or a paper-hanger only outside gets far more than get for doing all kinds of work.

By Mr. Fyshe :

Q. What wages would you get for the same class of labour outside?—A. A rough inter outside would get from $2.50 to $2.75 a day. A paper-hanger gets from $3 to .50. A grainer gets 50 cents an hour.

Q. Is the grainer the highest grade of painter?—A. Yes.

Q. Do you do any figure or artistic painting?—A. We are very seldom called to do that. All the decoration done in front of the Parliament Buildings at the me of the visit of the Duke of York or Prince of Wales was done by the painters in ie employ of the Government, and it was a credit to Canada. We will probably be alled on to do something of the same kind for the summer carnival of the city of ttawa, as the acting Minister has promised to decorate the public buildings.

Q. Your argument is that as you are called on to do the various kinds of work, our wages should be somewhat in proportion?—A. Yes.

Q. At any rate, that your wages should not be based on a lower order of work? —A. No. At the very least we should get the prevailing wages.

By the Chairman :

Q. As a matter of fact there is no paper-hanging in any of these buildings?—A. here is in the chambers of the Speaker of the Senate and the Speaker of the House f Commons. There is also a good deal at Rideau Hall, as well as in the residences at ie Experimental Farm.

Q. There is no paper hanging in any of the offices?—A. Very little. There is also me at the museum.

Q. Generally speaking, the same argument would apply to carpenters and upolsterers as to painters?—A. The same argument would apply all around. I served y time with Mr. Howe, and he only required a man to do one kind of work—if he as a brush hand, to do brush work, if a paper-hanger, to do paper-hanging, and if a rnisher, to do varnishing.

By Mr. Fyshe:

Q. You would stick to one class of work?—A. Yes.

Q. I suppose that is the way to get the best work at the least cost?—A. Yes. We ve in the Government of course the opportunity to perfect ourselves in the different anches, and we would not have in the shops; but we get no recompense for that, hile the Government gets the benefit.

Mr. ALEXANDER R. MCDONALD, recalled and examined.

By the Chairman :

Q. Has any mechanic in the employ of the Government the least prospect of getting out of his sphere of work and becoming a clerk of works or anything else?—A. ery little chance. There is no chance of promotion whatever. In the higher branches, ie position of superintendent or foreman, if a vacancy occurs, is generally given by

political preferment. No matter how able we may be, we have no chance. The fact of our being in the employment of the Government is sufficient for us to be kept in the position we occupy.

By Mr. Fyshe :

Q. Do you not approve of that?—A. No, I would rather have a chance of promotion. There would be an incentive to win our spurs and get the higher position.

By the Chairman :

Q. If there had been a clerk of works on the tower that fell, and such an appointment had been made from the mechanical staff, the probability is that the tower would not have fallen?—A. The tower would not have fallen. A man from our staff could have been sent there to supervise the work. Many of us have occupied positions of that description before.

Q. Then, like most other branches in the public service, once you enter on a certain grade, you are there for ever, and no matter what ability you may show, there is no promotion?—A. No promotion. Being on the inside, a man is more or less removed from the sphere where a little political pull might be of some use. They think they have done enough for you when they have given you the minor position.

Q. You consider that for the office of clerk of works a selection might be made from the mechanical staff?—A. Yes, and I think it would result in more efficient inspection. Men who have been around these buildings for eight or ten years, in some cases for twenty-five years, would have a greater knowledge of what had to be done than a stranger coming on anew.

Q. It would introduce a better spirit into the service?—A. A better spirit. It would be an incentive to men to aspire to higher positions.

Q. If you have anything further to add, we will be glad to have it. (No answer.)

Mr. BEAULIEU.—With regard to promotion, a few months ago we had the misfortune to lose our foreman, Mr. Cote, and in his place a man from the outside was appointed—there was no chance of promotion for any of us; and this happens every year.

By the Chairman:

Q. Do you know what Mr. Cote's salary was?—A. $3 a day for 365 days in the year. A man on the staff had been acting for nearly two years while Mr. Cote was sick, and that man had no chance of promotion to the position that was given to the outside man.

58 ALBERT STREET,
OTTAWA, June 7, 1907.

DEAR SIR,—I am requested by the committee of the mechanics and labourers of the Public Works Department to ask for an interview with your honourable body at your convenience.

I am, yours truly,
A. R. MACDONALD,
Chairman Committee.

Secretary Civil Service Commission.

OTTAWA, May 25, 1907.

The Hon. RODOLPHE LEMIEUX,
Minister of Labour, Ottawa.

HON. SIR,—Our object in appearing before you is to draw your attention to some of the disabilities we are under as Government employees, and to ask for redress.

Our position in the Public Works Department is an anomalous one. It is a position for which there seems to be no plausible reason, either from the standpoint of

department or from that of the employees. It can only have been permitted to sist through neglect on our part to present our case to the competent authorities,) could not fail to grant a request so eminently just, a request based on such facts those we will have the honour to put before you.

The following schedule shows the difference between the salaries paid to the dif- ent trades in the employ of the department and the minimum wages paid in the ie trades outside:—

Trades.	In the P.W.D.		Outside.		Difference, in favour of outsiders.
	Per day.	Per hour.	Per day.	Per hour.	
	$ cts.	cts.	$ cts.	cts.	$ cts.
cklayers	3 25	36-1-9	4 50	50	1 25
necutters	3 25	36-1-9	3 96	44	0 71
ons	3 25	36-1-9	4 50	50	1 25
penters	2 25	25	3 33	37	1 08
nters	2 25	25	3 10	35	0 90
et Metal Workers	2 25	25	3 10	35	0 90
sterers	3 00	33-1-3	3 60	40	0 60
ourers	1 50	16-4-9	2 00	23-2-9	0 50
olsterers	2 50	27-1-9	3 00	33-⅓	0 50

Why we, the tradesmen in the public service, should receive less than our fellow idesmen employed by contractors, is to us a mystery. The only reason that has been eged is that we have permanent employment, while in the case of the outsiders ere is a dull season in which they are unemployed. But this reason has plausibility first view only. Why should Government employees be only paid for twelve months' rk what outsiders get for nine or ten months' time? The lost time for these is iivalent to a holiday which they enjoy while we are at work. The department can ely not ask us to give them gratuitously this time we could spend in rest or work.

We therefore humbly submit that the present rate of pay is altogether inadequate proportion to the services rendered, and compared to the wages paid outside of the olic service. It might have been reasonable years ago, when everything was cheaper. is not so now. The cost of living has vastly increased. The minimum salary in different trades has been steadily augmented, year after year. Except a slight rease, our salary has been kept at the old figures, so that there is now a vast differ- e between our wages and those paid to men working for private concerns.

Nor is it the actual cost of living only that makes it urgent that our wages be reased. Our very mode of living, made necessary by circumstances and environ- nts, is more exacting than in other cities and other spheres of labour. As public vants, mixing and living with higher classes of employees, our material standard life is supposed to be on a higher plane. Such is the case with our families, our es, our children at school, and in all social relations. Yet our salaries are inferior those of our fellow tradesmen throughout the country, who are not surrounded by same circumstances nor subject to the same obligations.

Our demands cannot but be considered eminently fair by the department and the ernment, who have themselves decreed that the wages we are asking are those that uld be paid on Government contracts. The fair wage clause inserted in every con- ct provides for the minimum salary in our trades, which is given in the third and rth columns of the above schedule. Why should we not be put on the same foot- ?

No one will pretend that we are less efficient workmen than others, and that be- se we work for the Government we do not do as good a day's work as any others.

But were it so, the department has only to pay wages commensurate with good and efficient services, and to dismiss whoever is deficient in ability or in energy.

These are the principal points we would submit for your consideration.

Hoping you will be able to give our case your kind attention, we are,

Honourable sir,

Your humble servants,

Signed,

219 Murray St., Ottawa,

A. R. MACDONALD, Chairman.
A. BEAULIEU, Secretary.
JOHN BAXTER,
E. GORMAN,
ED. AUBURN,
A. LEGAULT,
J. B. SEGUIN,
J. B. RANDALL,
O. MAYER,
C. FOURNIER,
H. A. TRUDEL,
T. W. FRENCH,
W. A. TRUDEL,

OTTAWA, June 21, 1907.

Mr. NELSON SMITH, of the electrical staff, called, sworn and examined.

By the Chairman:

Q. You are one of the Government electrical staff?—A. Yes.

Q. You have charge of the elevators?—A. Well, my position, Mr. Courtney, is foreman of the electrical staff. The operators who run the elevators and the electrical staff generally all come under my charge.

Q. You are foreman of the whole Government electrical staff?—A. Yes, sir.

Q. That is in connection with the elevators and in connection with the wiring?—A. The elevators and their operation, the wiring, motors, all in connection with the electrical business.

Q. How many people are there under you?—A. I have twenty-three at the present time. I had twenty-four until two weeks ago.

Q. How many are engaged on the elevators?—A. Sixteen.

Q. Is the gentleman we met yesterday a representative of the elevator staff?—A. Yes.

Q. There are eight electricians employed under you on other work in connection with electricity not on the elevators?—A. That is right.

Q. Permit me to ask you a personal question, how long have you been in the service?—A. Two years last March.

Q. What were you before?—A. I was electrician working for the Montreal Light, Heat and Power Company.

Q. What pay does the Government give you?—A. $1,100 a year.

Q. What did the Montreal Light, Heat and Power Company give you?—A. They gave me $600.

Q. What did you gain by coming up here?—A. Well, my family and my home being here I wanted to come.

Q. You live here?—A. I was born and brought up in this city, my interests are all here.

By Mr. Fyshe:

Q. You were with the Montreal Light, Heat and Power Company?—A. Yes.

Q. For how long?—A. Three months before coming to Ottawa.

By the Chairman:

Q. You have had experience in electrical work before this?—A. Oh, yes, I have also worked in Alexandria.

Q. What is the pay given to other foremen in mechanical departments up here?—Well, some of them are getting $1,200 and some $1,300 more or less.

Q. Under the system that prevails, would you get more than $1,100?—A. Coming with present conditions, I presume so. You take our work up here, it is quite erent work from outside work altogether. We have to handle current here varying n 2,000 down to 110 volts, we control the wires from the time they leave the duct he Lover's Walk.

Q. What hours have the electrical staff?—A. From seven to five.

Q. During the session of Parliament, while the Houses are in session, what are r hours?—A. The same hours for some and some have to be on duty all night.

Q. Those who run the elevators have to be here until the elevators cease to run?—Yes.

Q. The Ottawa Electric Company supply the current, do they?—A. They supply current.

Q. But the working of the bells and all that you look after?—A. I have nothing lo with the bells.

Q. Who does that?—A. That used to belong to Mr. Butland, he used to look after n.

Q. Who does that now?—A. They haven't appointed anybody yet.

Q. But the bells are in use, supposing that a bell broke down?—A. They have a ple of men looking after them, Messrs. Croll and Thompson, who were working er Mr. Butland.

Q. Are any of your staff working extra hours during the session except those ning the elevators?—A. They have to stay at the elevators until the Members e the building.

Q. Are any of your other staff employed after hours like the elevator men?—A. t the same, they are supposed to answer any call at any time.

Q. During the session of Parliament the electrical staff work over hours?—A. all of them, but when called upon they have to do it.

Q. You have been two years here?—A. Two years last March.

Q. And they pay you $1,100?—A. They paid me $1,000 when I started, and after first year they gave me a raise.

Q. You came here at a loss to yourself?—A. More or less. I was willing to sacri- something rather than live in Montreal.

Q. Having lived in both places, which do you think is the least expensive to live Montreal or Ottawa?—A. As far as housekeeping is concerned, I think that Mont- would be more advantageous on account of having more shipping facilities, more petition.

Q. You think it would be cheaper to live in Montreal than Ottawa?—A. I have . fuel $6.50 in Montreal, $7.50 here.

Q. The pay of people in your employment in Montreal is rather greater than it ere, is it not? You said you had $1,100 down there?—A. That is a mistake.

Q. I think you said you had the same salary there as you have here?—A. That is istake.

Q. What were you getting there?—A. $600.

Q. Your own work begins at seven o'clock in the morning like the others?—A. I generally leave my home about 7.30 or 8, going around generally, overseeing ything. I generally get up here about 8.30. I have to go all over and see that the : is going ahead.

Q. In what does the elevator staff differ from the other members of the electrical ch?—A. It is a different line altogether.

Q. Are they paid the same rates of pay?—A. They are paid the same rate, yes, they are simply an operative staff; they know nothing about current or the size of s or their capacity, which is a technical branch in itself. They simply run the ıtor, and if the machine gets out of order we are called upon to make it right.

Q. But the elevator man, if something goes wrong with his machine has to fix it! —A. He calls us out and we have to go up and adjust it.

Q. I think that gentleman who was here yesterday said that sometimes he was able to get it going himself?—A. He might possibly.

Q. But as a rule they report to you?—A. They have to report to me.

Q. And these other people are the men who go up and repair it?—A. That is it.

Q. There is no difference in pay between those running the elevators and those not running them?—A. No; in fact I know one elevator man gets more than my men do.

Q. Why is that?—A. I could not say why.

Q. Is he a longer time in the service?—A. Oh, no.

Q. How are your men appointed?—A. Well, we are all appointed through the political party we understand.

Q. How did you come as an experienced man in the employ of the Montreal Light, Heat and Power Company to get an appointment here in Ottawa? What influence was brought to bear in your case?—A. I just simply made the application, you understand, and it stood until an opening came and my Member recommended me.

By Mr. Fyshe:

Q. To whom did you make application?—A. To the department, and my Member recommended me.

By the Chairman:

Q. And when an opening came you were helped by Mr. Stewart, or whoever it was?—A. Yes, by the Member.

Q. There was no foreman before you?—A. Yes.

Q. Who was he?—A. Mr. Johnson.

Q. What became of him?—A. He was transferred to the Western Block, to the chief architect's branch.

Q. He had a kind of promotion then?—A. Yes.

Q. How long was he in the service?—A. I could not exactly say how long.

Q. Is there in the Public Works mechanical staff reasonable hopes of promotion for the men?—A. We all look forward to promotion; if it was not so it would certainly be a poor affair.

Q. Is this promotion given to you people, or do new people come in and get it?—A. We generally look for promotion ourselves.

Q. When this vacancy occurred by Johnson going into the Western Block were there any men on the electrical staff who could have filled the position?—A. I am not in a position to state. I do not know who the men were nor their ability.

Q. To be very plain, you have not been brought in and put over the heads of men who could have done your work?—A. I beg pardon.

Q. You have not been brought in and put over the heads of men who could have done the work of foremen?—A. Of course I am not in a position to judge that. I am not in a position to judge of parties who offered for the position.

Q. There was a vacancy, you had made application, and the department seeing that you were employed by the Montreal Light, Heat and Power Company, and having certain political recommendations, appointed you?—A. That is right.

Q. You do not know whether there was in the electrical staff anybody who could have filled the bill equally as well as yourself?—A. No, it was for the department to decide that question not I.

Q. Have you anything more to tell us, Mr. Smith?—A. We have under control some twelve thousand lights. We look after all lights, also motors in all the departmental buildings, including Rideau Hall, and when there are any functions at Rideau

Hall one man from the staff goes in case something might go wrong, and remains on duty till the function is over, sometimes midnight, without extra pay. That is all I know, Mr. Courtney.

Witness retired.

Mr. MAHON, of the electrical staff, called.

By the Chairman:

Q. Have you anything to say to the Commission, Mr. Mahon?—A. No, I think Mr. Smith has covered it pretty fairly. I have merely come here to represent the men in case it might be necesary to give the Commission further information.

Q. You get the same salary as the elevator staff?—A. Pretty near, I get $2 a month more.

Q. That is a bagatelle, practically the elevator staff and the non-elevator staff are paid the same thing?—A. Practically, but when I came on here about ten years ago, there was no electric elevator in use. Now they have brought in the electric elevators and we have to look after them. They have brought in the electric elevator man, the man who operates it, and they could not very well gives them much less than $45 or $50 a month, and I got $2 rise in ten years. The rest of the staff are about the same. I have been sixteen years in the electrical business, and of course we would not for a minute go to run the elevator, but we set them up and keep them in repair and do everything of that kind.

Q. But if the elevator goes wrong, you are the doctor called in?—A. That is just it.

Q. You are an expert and the elevator man is simply a machine?—A. Yes.

Witness retired.

OTTAWA, WEDNESDAY, September 4, 1907.

The Commission resumed at 2.30 p.m.

Mr. THOMAS WENSLEY, engineer in charge of the Parliament Buildings, called, sworn and examined.

By the Chairman:

Q. Well, Mr. Wensley, have you got any brief prepared or any statement that you desire to lay before the Commission?—A. Well, I have just simply made out a list of the staff, that is all I have prepared, but that will give you the situation in this building as it exists.

Q. You are the engineer in charge of these Parliament Buildings?—A. Yes.

Q. What are your hours, what time do you commence work?—A. Well, I come on duty between seven and eight and I remain until five or until whatever there is to be done in the building has been done. During the session my hours are long. I am here until the House adjourns.

Q. Outside the session, you are there all day long?—A. All day long.

Q. You are here all day long?—A. Yes.

Q. That is, it depends on the deputy head ?—A. On the deputy head.

Q. But in most cases they would pay you, would'nt they ?—A. If we presented a doctor's certificate, we might. There have been cases in which men who have been sick have not been paid.

Q. They would be more generous in that respect than an individual employer ?—A. They might, but not generally. The individual employer fears the Employer's Liability Act, and if a man is seriously injured, his employer will compromise very often by providing a doctor and paying for the loss of time.

By the Chairman :

Q. In order to show that the proper amounts are paid, there is a monthly pay-list ?—A. We are paid fortnightly.

Q. And you receipt the payment ?—A. Yes.

Q. And in order that the money may be paid, the superintendent has to certify for the auditor general that you have been at work all the time?—A. Yes.

Q. The superintendent could not remit anything on account of your being sick ? —A. No.

Q. It is no fault of the employees of the Government if you are not allowed for sickness ?—A. No, it is the system. There is no stability or permanence. I may be here to-day, and for no fault of mine I may be away to-morrow. I may spend six months in the employment of the department, and through lack of work I may be put off, or perhaps somebody having a little more political preferment may supplant me. So that there is no permanence in our employment.

By Mr. Fyshe :

Q. What check is there on the workmen in the department ?—A. In the morning, when we go to work, we take out a check from the check office at the workshop on Queen Street. We have made provision to be immune from it to-day. No matter where we may be employed, we have to return the check at 10 minutes to 12. That is a guarantee that we have been at work.

Q. You may have been loafing all the time ?—A. No, because our foreman or the timekeeper may drop on us at any moment.

Q. There is a timekeeper on every job?—A. No. There is a foreman of every trade, and we have to keep ourselves at work or we may be summoned to the office and suspended.

Q. The foreman or the timekeeper is always expected?—A. Yes. We have to take out the check again at 1 o'clock, and return it at 5 o'clock in the evening.

By the Chairman:

Q. How many are employed in the Public Works Department in Ottawa?—A. Between 140 and 150. The number fluctuates.

Q. Are your workshops all at one place?—A. No. The carpenter shop is at one place. The bricklayers and masons have our shops where we keep our materials, in the yard of the East Block. We may be called to work at the Experimental Farm, at Rideau Hall or at the Government Printing Bureau. I may say we are asking to be paid according to the fair-wage scale applied to Government contracts. I may say that things are being conducted very much better now than they were some years ago, when work was done by contract.

By Mr. Fyshe:

Q. The work is very much better done?—A. Very much better and very much cheaper done on the day labour system.

Q. Is not that as a rule wasteful?—A. No.

Q. Is'nt there more loafing?—A. Not under a good superintendent.

Q. I have noticed some people laying a pavement down at the gates of the Govnment grounds, and it seems to me that they are not getting along very fast?—A. ıere may be a reason for that. The men employed, while desirous of doing the work, ay not be well qualified for it. I may be permitted to mention that the day labour stem is carried on by the city corporation and has proved very successful.

Q. If that is true, it is quite a tribute to the conscientiousness of the workers?—I would rather think it was a tribute to the supervision of the work. The great fficulty in the past has been that where day labour was carried on the supervisor or reman was not in sympathy with the day labour system. The present chairman of e Board of Works in Ottawa, Alderman James Davidson, is in thorough sympathy th it. He inaugurated it and has carried it on very successfully. All our sidealks in the city laid during the last eight or ten years have been laid on the day bour system, and they have cost one-third less than they did under the contract stem.

By the Chairman:

Q. How are you appointed in the beginning—by politics?—A. No, not myself.

Q. But speaking generally?—A. I am speaking now for myself. I think it was ing very largely to the interest I had taken in the past in the labour movement. ıe Government undoubtedly deserve considerable credit for having established the ir-wage system on Government contracts, by which the wage to be paid is the scale evailing in the district where the work is to be done. That is working splendidly m Vancouver to Prince Edward Island. But a very strange thing about that is s. If I may be permitted to speak personally, I am acquainted with the different our leaders throughout the country, and was perhaps largely instrumental in havthat provision put on the Statute Book; yet these labour leaders say to me, 'It is nge that while we are enjoying that wage scale on Government works, you are rking for the Government on a very much smaller scale.' For instance, I am rking for $1.25 a day less that the men in the same trade on the new addition to Parliament Building within a stones throw; yet we are both working on Governnt work, and the same thing applies to all the other workmen represented here.

Q. That is because the work is being done by contract?—A. Yes, and the conctor has to pay the fair-wage scale.

Q. No doubt your prominence in labour circles had a good deal to do with your pointment, and a very worthy appointment it was; but we are speaking of your 150 freres employed by the Public Works Department—have they been appointed ough political influence?—A. I rather think not. After the present Government ne into power there were very few removals from the mechanical staff. While politipreferment is exercised in all branches of trade, it has not always predominated.

Q. Then the local Members have not been anxious to press into the mechanical partment men who were not skilful artisans?—A. No, because as a matter of fact foremen would not accept them. I can speak with some knowledge on that nt. The men here are a true representation of the class of men employed. Mr. ea is a house carpenter; Mr. St. Pierre is a cabinet maker; Mr. Gorman, who is reesenting the labourers, is a clerk to the foreman mason; Mr. Trudel is an upholrer; Mr. Legault is a plasterer; Mr. Mayer is a sheet and metal worker; Mr. Beauu is a painter.

Q. Then you do not think that political patronage has much to do with the apintment of the mechanical staff?—A. No. While I am free to admit that it has ne bearing, it has never been given any very great prominence.

Q. Then, as a rule, you have no unworthy men, such as drunkards, forced on n?—A. No.

Q. The members of the mechanical staff do their duty faithfully all through the y?—A. They do their duty faithfully all through the day. Another thing: The ss of mechanics about these buildings are of a superior character. The work we

are engaged in is of a repair character. For instance, we may be sent to take out a grate and repair it, which is a very different thing from putting in a new grate. Then the upholstering of chairs needs technical skill.

By Mr. Fyshe:

Q. If you take out an old grate and put in a new one, or take out lead pipes and put in new ones, what do you do with the old material?—A. That is all returned to the foreman. He is the stock keeper.

Q. Have you any plumbers employed by the department?—A. Quite a few. I may say that we have not a representation of the plumbers on this deputation. They appear to be satisfied with their condition at the present time.

Q. They belong to the aristocracy of the working classes?—A. They may be the aristocracy of labour. It may be owing to the fact that they are paid by the month and are paid for Sundays and that they have two weeks holidays. I do not mention this to indicate that they are enjoying conditions better than they should; but at the same time they enjoy those conditions that we do not.

Q. To what classes do you refer?—A. Plumbers, steamfitters, blacksmiths and electricians.

Q. Could you or any of the other gentlemen provide us with a statement showing approximately the cost of living now compared with what it was say ten or twelve years ago?—A. I think I could prepare that.

By the Chairman:

Q. That statement should also show what your remuneration was ten years ago as compared with what it is to-day—because Mr. Macdonald said he came into the Government service when he was receiving $3.25 a day?—A. I will tell you how that occurred. It was at the end of the season, I think in the month of December, 1898, when I would otherwise have had about two months rest. I thought I would supplement my earnings by seeking a position in the department, and I came in at $2.50 a day after having worked during the preceding summer at $3.25; and having got in, I remained.

By Mr. Fyshe:

Q. If you could make the comparison for five or six years farther back, so much the better?—A. I might say that 30 years ago carpenters were receiving $2 a day. In the thirty years they have only received an increase of 25 cents per day; and painters the same. Admitting that we did get in by political preferment, I do not think there is any very great preferment when we are obliged to work for $1.25 a day less than the wages paid outside.

By the Chairman:

Q. I ask you as a general question whether you are not of opinion that the members of the mechanical staff are capable and efficient men doing a good day's work?—A. They are. I will go so far as to say that man for man they are superior to the general run of mechanics outside. If I might again become personal—and what I say applies largely to the other members of the staff—it is said that a man cannot have more than one trade; but I am proficient at both brickwork and stonework, and I am utilized in both. We have in the service of the Government a superior class of mechanics, as may be seen by an inspection of their work throughout these buildings. I would ask the Commission to take into consideration the agreement entered into between the Secretary of State and the Typographical Union with regard to those engaged in the Printing Bureau, Government employees like ourselves. They secured conditions which, to my mind, are very favourable, their scale of wages being based on the scale of wages prevailing in the city of Toronto. Toronto is looked upon as

city in which typographical men receive the highest pay. The printers in the inting Bureau are, I think, getting $1.50 per week more than those engaged in the r offices, namely, $15, as against $13.50.

By Mr. Fyshe :

Q. How do they manage to maintain that high standard in Toronto?—A. Owing the fact that a great deal of printing is done there.

Q. The union must be very well organized?—A. It is very well organized. The y of Toronto is one of the leading cities of America, so far as typographical work concerned.

By the Chairman :

Q. The trades union system has not entered into the mechanical staff of the Pub- Works Department?—A. The trades union system has not entered into our staff, though many of us are organized men.

Q. With only 150 all told, there are not enough masons or those of other trades form a union?—A. No, but many of us maintain our standing in the different rganizations. While we do that, it is by preference; they just permit us, since we lo not come into competition with them.

By Mr. Bazin :

Q. As a mason, do you get enough work to keep you busy in your own trade dur- ig the winter months?—A. Oh, yes. The winter months are sometimes our hardest onths, inasmuch as all the furnaces are going and we have to keep them in repair. Ve may be called to Rideau Hall or to the Experimental Farm as well as to any of ie other Government buildings, or we may sometimes be sent to Aylmer or to Hull repair the post offices. As a matter of fact, the winter season is our busiest season far as masons and bricklayers are concerned, and the same thing applies to all thers. In the summer time we are given a lot of outside work; in the winter time 'e are called here and there and everywhere. The buildings being old, they are tying to modernize them.

By the Chairman :

Q. At all events, for all the mechanical staff there is work all the year round?— Outside or inside. In fact, they have had to supplement the staff by putting on mporary hands.

The Chairman invited any of the other members of the deputation who desired to so to present their views.

Mr. W. L. St. Pierre, being sworn, stated:—

What I have to state is not on my own behalf. I am undertaking to fight the ttle of one of the labourers who is acting as stock keeper. He has been recognized such by his foreman for four years, and yet he is only paid the wages of a labourer, at is $1.50 a day. He minds the tools, and all material for construction of 35 or men and makes a yearly report. He is not a mechanic, but he is a practical man, d he fills the place of a man who would have to be paid $3.50 or $4 a day.

By the Chairman:

Q. What is his name?—A. Edward Gorman.

By Mr. Fyshe:

Q. Are you employed in the department?—A. Yes, I am a cabinet maker.

By the Chairman:

Q. I understand you are not speaking so much for yourself as that you consider that Mr. Gorman is doing the work of a stock keeper, and should be paid the wages of a stock keeper instead of the ordinary wages of a labourer?—A. Yes. Every foreman has an assistant who is paid $3.25 or $3.50 a day. Mr. Gorman is not a practical stone mason, but he is doing the work of a stone mason—he keeps the time of the men and makes a yearly report. But because he is not a stone mason, they refuse to pay him more than $1.50 a day. This is a special case to which I would like to call your attention, as it is a great injustice.

Q. Has the attention of the department been drawn to Mr. Gorman's case?—A. Yes, it was once or twice, and the reason they give is that he is not a mechanic. Though he is not a mechanic, he is filling the position in which they would have to pay another man, $3.50 or $4.00 a day. If he is suitable to do the work, he should be suitable to draw the salary.

Q. Who puts him to do the stock keeper's work?—A. Mr. Ogilvie, when he was a superintendent of public works.

Q. Who succeeded Mr. Ogilvie?—A. Mr. Shearer.

Q. He is retaining Mr. Gorman in the same position?—A. Yes.

Q. You wrote on the subject to Mr. Hunter, the private secretary of the Minister? —A. Yes.

Q. Is that the proper method to be adopted—to write to the private secretary of the Minister with regard to the standing of one of the mechanical staff? Would it not have been better to have written to the deputy head, who is not concerned in politics?—A. We did that. At the time we wrote to Mr. Hunter, the deputy minister was away, and had been away for a good while. We spoke to Mr. Gobeil and to Mr. Ewart. Mr. Ewart said the same thing as the other gentlemen, that Mr. Gorman, not being a mechanic, could not receive more pay than he did.

Q. Would it not be better for you to go now to Mr. Ewart and draw his attention to Mr. Gorman's case?—A. What I am trying to submit to you is that this man has not been rightly dealt with. We have already mentioned the case to Mr. Ewart, and he has said that not being a mechanic, though filling the place of a practical mechanic, Mr. Gorman could not get more than labourers' pay.

By Mr. Bazin:

Q. Since the different trades are complaining, don't you think it is in their interest that the department is refusing to give Mr. Gorman the pay of a mechanic?—A. If the man were filling the place of a mechanic, then there would be an injustice, but he is not supposed to fill the place of a mechanic, he is supposed to fill the place of stockkeeper or storeman, he has charge of building materials, to see that the men are at work, to keep track of all the tools and materials, and whatever is sent out or comes in. He is not called on to do any mechanical work.

By the Chairman:

Q. What was Mr. Gorman originally appointed as?—A. He was appointed to assist Mr. Robitaille, the foreman of the masons and bricklayers. He was appointed by Mr. Ogilvie.

Q. Mr. Robitaille is the foreman?—A. Yes.

Q. Why should he be paid for work he does not perform while he is not paid for work he does perform?—A. That is what we don't understand.

Mr. ARTHUR BEAULIEU, being sworn, said :—

Speaking on behalf of the painters, I would call your attention to the fact that we are often called upon to do lettering, graining, varnishing and paper-hanging

well as painting. A man working in a shop outside gets $2.50 or $2.75 a day as a general hand, that is, a rough painter. Then, if I apply for a position outside, the first thing the employer would ask would be, 'Are you a painter or a grainer, or a letterer, or a glazier, or a paper-hanger'? At present I am doing glazing at the conservatory at the green-house in Major Hill Park. To-morrow I may be called on to grain a door, the day after to do some lettering, the day after to do some paper-hanging. A man doing glazing only or a paper-hanger only outside gets far more than we get for doing all kinds of work.

By Mr. Fyshe :

Q. What wages would you get for the same class of labour outside ?—A. A rough painter outside would get from $2.50 to $2.75 a day. A paper-hanger gets from $3 to $3.50. A grainer gets 50 cents an hour.

Q. Is the grainer the highest grade of painter ?—A. Yes.

Q. Do you do any figure or artistic painting ?—A. We are very seldom called on to do that. All the decoration done in front of the Parliament Buildings at the time of the visit of the Duke of York or Prince of Wales was done by the painters in the employ of the Government, and it was a credit to Canada. We will probably be called on to do something of the same kind for the summer carnival of the city of Ottawa, as the acting Minister has promised to decorate the public buildings.

Q. Your argument is that as you are called on to do the various kinds of work, your wages should be somewhat in proportion?—A. Yes.

Q. At any rate, that your wages should not be based on a lower order of work? —A. No. At the very least we should get the prevailing wages.

By the Chairman :

Q. As a matter of fact there is no paper-hanging in any of these buildings ?—A. There is in the chambers of the Speaker of the Senate and the Speaker of the House of Commons. There is also a good deal at Rideau Hall, as well as in the residences at the Experimental Farm.

Q. There is no paper hanging in any of the offices ?—A. Very little. There is also some at the museum.

Q. Generally speaking, the same argument would apply to carpenters and upholsterers as to painters ?—A. The same argument would apply all around. I served my time with Mr. Howe, and he only required a man to do one kind of work—if he was a brush hand, to do brush work, if a paper-hanger, to do paper-hanging, and if a varnisher, to do varnishing.

By Mr. Fyshe:

Q. You would stick to one class of work?—A. Yes.

Q. I suppose that is the way to get the best work at the least cost ?—A. Yes. We have in the Government of course the opportunity to perfect ourselves in the different branches, and we would not have in the shops; but we get no recompense for that, while the Government gets the benefit.

Mr. ALEXANDER R. MCDONALD, recalled and examined.

By the Chairman :

Q. Has any mechanic in the employ of the Government the least prospect of getting out of his sphere of work and becoming a clerk of works or anything else ?—A. very little chance. There is no chance of promotion whatever. In the higher branches, he position of superintendent or foreman, if a vacancy occurs, is generally given by

political preferment. No matter how able we may be, we have no chance. The fact of our being in the employment of the Government is sufficient for us to be kept in the position we occupy.

By Mr. Fyshe :

Q. Do you not approve of that ?—A. No, I would rather have a chance of promotion. There would be an incentive to win our spurs and get the higher position.

By the Chairman :

Q. If there had been a clerk of works on the tower that fell, and such an appointment had been made from the mechanical staff, the probability is that the tower would not have fallen ?—A. The tower would not have fallen. A man from our staff could have been sent there to supervise the work. Many of us have occupied positions of that description before.

Q. Then, like most other branches in the public service, once you enter on a certain grade, you are there for ever, and no matter what ability you may show, there is no promotion?—A. No promotion. Being on the inside, a man is more or less removed from the sphere where a little political pull might be of some use. They think they have done enough for you when they have given you the minor position.

Q. You consider that for the office of clerk of works a selection might be made from the mechanical staff?—A. Yes, and I think it would result in more efficient inspection. Men who have been around these buildings for eight or ten years, in some cases for twenty-five years, would have a greater knowledge of what had to be done than a stranger coming on anew.

Q. It would introduce a better spirit into the service?—A. A better spirit. It would be an incentive to men to aspire to higher positions.

Q. If you have anything further to add, we will be glad to have it. (No answer.)

Mr. BEAULIEU.—With regard to promotion, a few months ago we had the misfortune to lose our foreman, Mr. Cote, and in his place a man from the outside was appointed—there was no chance of promotion for any of us; and this happens every year.

By the Chairman:

Q. Do you know what Mr. Cote's salary was?—A. $3 a day for 365 days in the year. A man on the staff had been acting for nearly two years while Mr. Cote was sick, and that man had no chance of promotion to the position that was given to the outside man.

58 ALBERT STREET,
OTTAWA, June 7, 1907.

DEAR SIR,—I am requested by the committee of the mechanics and labourers of the Public Works Department to ask for an interview with your honourable body at your convenience.

I am, yours truly,
A. R. MACDONALD,
Chairman Committee.

Secretary Civil Service Commission.

OTTAWA, May 25, 1907.

The Hon. RODOLPHE LEMIEUX,
Minister of Labour, Ottawa.

HON. SIR,—Our object in appearing before you is to draw your attention to some of the disabilities we are under as Government employees, and to ask for redress.

Our position in the Public Works Department is an anomalous one. It is a position for which there seems to be no plausible reason, either from the standpoint of

the department or from that of the employees. It can only have been permitted to subsist through neglect on our part to present our case to the competent authorities, who could not fail to grant a request so eminently just, a request based on such facts as those we will have the honour to put before you.

The following schedule shows the difference between the salaries paid to the different trades in the employ of the department and the minimum wages paid in the same trades outside:—

Trades.	In the P.W.D.		Outside.		Difference, in favour of outsiders.
	Per day.	Per hour.	Per day.	Per hour.	
	$ cts.	cts.	$ cts.	cts.	$ cts.
Bricklayers	3 25	36-1-9	4 50	50	1 25
Stonecutters	3 25	36-1-9	3 96	44	0 71
Masons	3 25	36-1-9	4 50	50	1 25
Carpenters	2 25	25	3 33	37	1 08
Painters	2 25	25	3 10	35	0 90
Sheet Metal Workers	2 25	25	3 10	35	0 90
Plasterers	3 00	33-1-3	3 60	40	0 60
Labourers	1 50	16-4-9	2 00	23-2-9	0 50
Upholsterers	2 50	27-1-9	3 00	33-⅓	0 50

Why we, the tradesmen in the public service, should receive less than our fellow tradesmen employed by contractors, is to us a mystery. The only reason that has been alleged is that we have permanent employment, while in the case of the outsiders there is a dull season in which they are unemployed. But this reason has plausibility on first view only. Why should Government employees be only paid for twelve months' work what outsiders get for nine or ten months' time? The lost time for these is equivalent to a holiday which they enjoy while we are at work. The department can surely not ask us to give them gratuitously this time we could spend in rest or work.

We therefore humbly submit that the present rate of pay is altogether inadequate in proportion to the services rendered, and compared to the wages paid outside of the public service. It might have been reasonable years ago, when everything was cheaper. It is not so now. The cost of living has vastly increased. The minimum salary in the different trades has been steadily augmented, year after year. Except a slight increase, our salary has been kept at the old figures, so that there is now a vast difference between our wages and those paid to men working for private concerns.

Nor is it the actual cost of living only that makes it urgent that our wages be increased. Our very mode of living, made necessary by circumstances and environments, is more exacting than in other cities and other spheres of labour. As public servants, mixing and living with higher classes of employees, our material standard of life is supposed to be on a higher plane. Such is the case with our families, our wives, our children at school, and in all social relations. Yet our salaries are inferior to those of our fellow tradesmen throughout the country, who are not surrounded by the same circumstances nor subject to the same obligations.

Our demands cannot but be considered eminently fair by the department and the Government, who have themselves decreed that the wages we are asking are those that should be paid on Government contracts. The fair wage clause inserted in every contract provides for the minimum salary in our trades, which is given in the third and fourth columns of the above schedule. Why should we not be put on the same footing?

No one will pretend that we are less efficient workmen than others, and that because we work for the Government we do not do as good a day's work as any others.

But were it so, the department has only to pay wages commensurate with good and efficient services, and to dismiss whoever is deficient in ability or in energy.

These are the principal points we would submit for your consideration.

Hoping you will be able to give our case your kind attention, we are,

Honourable sir,

Your humble servants,

Signed,

219 Murray St., Ottawa,

A. R. MACDONALD, Chairman.
A. BEAULIEU, Secretary.
JOHN BAXTER,
E. GORMAN,
ED. AUBURN,
A. LEGAULT,
J. B. SEGUIN,
J. B. RANDALL,
O. MAYER,
C. FOURNIER,
H. A. TRUDEL,
T. W. FRENCH,
W. A. TRUDEL,

OTTAWA, June 21, 1907.

Mr. NELSON SMITH, of the electrical staff, called, sworn and examined.

By the Chairman:

Q. You are one of the Government electrical staff?—A. Yes.

Q. You have charge of the elevators?—A. Well, my position, Mr. Courtney, is foreman of the electrical staff. The operators who run the elevators and the electrical staff generally all come under my charge.

Q. You are foreman of the whole Government electrical staff?—A. Yes, sir.

Q. That is in connection with the elevators and in connection with the wiring?—A. The elevators and their operation, the wiring, motors, all in connection with the electrical business.

Q. How many people are there under you?—A. I have twenty-three at the present time, I had twenty-four until two weeks ago.

Q. How many are engaged on the elevators?—A. Sixteen.

Q. Is the gentleman we met yesterday a representative of the elevator staff?—A. Yes.

Q. There are eight electricians employed under you on other work in connection with electricity not on the elevators?—A. That is right.

Q. Permit me to ask you a personal question, how long have you been in the service?—A. Two years last March.

Q. What were you before?—A. I was electrician working for the Montreal Light, Heat and Power Company.

Q. What pay does the Government give you?—A. $1,100 a year.

Q. What did the Montreal Light, Heat and Power Company give you?—A. They gave me $600.

Q. What did you gain by coming up here?—A. Well, my family and my home being here I wanted to come.

Q. You live here?—A. I was born and brought up in this city, my interests are all here.

By Mr. Fyshe:

Q. You were with the Montreal Light, Heat and Power Company?—A. Yes.

Q. For how long?—A. Three months before coming to Ottawa.

By the Chairman:

Q. You have had experience in electrical work before this?—A. Oh, yes, I have also worked in Alexandria.

Q. What is the pay given to other foremen in mechanical departments up here?—A. Well, some of them are getting $1,200 and some $1,300 more or less.

Q. Under the system that prevails, would you get more than $1,100?—A. Comparing with present conditions, I presume so.. You take our work up here, it is quite different work from outside work altogether. We have to handle current here varying from 2,000 down to 110 volts, we control the wires from the time they leave the duct in the Lover's Walk.

Q. What hours have the electrical staff?—A. From seven to five.

Q. During the session of Parliament, while the Houses are in session, what are your hours?—A. The same hours for some and some have to be on duty all night.

Q. Those who run the elevators have to be here until the elevators cease to ruff?—A. Yes.

Q. The Ottawa Electric Company supply the current, do they?—A. They supply the current.

Q. But the working of the bells and all that you look after?—A. I have nothing to do with the bells.

Q. Who does that?—A. That used to belong to Mr. Butland, he used to look after them.

Q. Who does that now?—A. They haven't appointed anybody yet.

Q. But the bells are in use, supposing that a bell broke down?—A. They have a couple of men looking after them, Messrs. Croll and Thompson, who were working under Mr. Butland.

Q. Are any of your staff working extra hours during the session except those running the elevators?—A. They have to stay at the elevators until the Members leave the building.

Q. Are any of your other staff employed after hours like the elevator men?—A. Just the same, they are supposed to answer any call at any time.

Q. During the session of Parliament the electrical staff work over hours?—A. Not all of them, but when called upon they have to do it.

Q. You have been two years here?—A. Two years last March.

Q. And they pay you $1,100?—A. They paid me $1,000 when I started, and after the first year they gave me a raise.

Q. You came here at a loss to yourself?—A. More or less. I was willing to sacrifice something rather than live in Montreal.

Q. Having lived in both places, which do you think is the least expensive to live in, Montreal or Ottawa?—A. As far as housekeeping is concerned, I think that Montreal would be more advantageous on account of having more shipping facilities, more competition.

Q. You think it would be cheaper to live in Montreal than Ottawa?—A. I have seen fuel $6.50 in Montreal, $7.50 here.

Q. The pay of people in your employment in Montreal is rather greater than it is here, is it not? You said you had $1,100 down there?—A. That is a mistake.

Q. I think you said you had the same salary there as you have here?—A. That is a mistake.

Q. What were you getting there?—A. $600.

Q. Your own work begins at seven o'clock in the morning like the others?—A. No, I generally leave my home about 7.30 or 8, going around generally, overseeing everything. I generally get up here about 8.30. I have to go all over and see that the work is going ahead.

Q. In what does the elevator staff differ from the other members of the electrical branch?—A. It is a different line altogether.

Q. Are they paid the same rates of pay?—A. They are paid the same rate, yes, but they are simply an operative staff; they know nothing about current or the size of wires or their capacity, which is a technical branch in itself. They simply run the elevator, and if the machine gets out of order we are called upon to make it right.

Q. But the elevator man, if something goes wrong with his machine has to fix it? —A. He calls us out and we have to go up and adjust it.

Q. I think that gentleman who was here yesterday said that sometimes he was able to get it going himself?—A. He might possibly.

Q. But as a rule they report to you?—A. They have to report to me.

Q. And these other people are the men who go up and repair it?—A. That is it.

Q. There is no difference in pay between those running the elevators and those not running them?—A. No; in fact I know one elevator man gets more than my men do.

Q. Why is that?—A. I could not say why.

Q. Is he a longer time in the service?—A. Oh, no.

Q. How are your men appointed?—A. Well, we are all appointed through the political party we understand.

Q. How did you come as an experienced man in the employ of the Montreal Light, Heat and Power Company to get an appointment here in Ottawa? What influence was brought to bear in your case?—A. I just simply made the application, you understand, and it stood until an opening came and my Member recommended me.

By Mr. Fyshe:

Q. To whom did you make application?—A. To the department, and my Member recommended me.

By the Chairman:

Q. And when an opening came you were helped by Mr. Stewart, or whoever it was?—A. Yes, by the Member.

Q. There was no foreman before you?—A. Yes.

Q. Who was he?—A. Mr. Johnson.

Q. What became of him?—A. He was transferred to the Western Block, to the chief architect's branch.

Q. He had a kind of promotion then?—A. Yes.

Q. How long was he in the service?—A. I could not exactly say how long.

Q. Is there in the Public Works mechanical staff reasonable hopes of promotion for the men?—A. We all look forward to promotion; if it was not so it would certainly be a poor affair.

Q. Is this promotion given to you people, or do new people come in and get it?—A. We generally look for promotion ourselves.

Q. When this vacancy occurred by Johnson going into the Western Block were there any men on the electrical staff who could have filled the position?—A. I am not in a position to state. I do not know who the men were nor their ability.

Q. To be very plain, you have not been brought in and put over the heads of men who could have done your work?—A. I beg pardon.

Q. You have not been brought in and put over the heads of men who could have done the work of foremen?—A. Of course I am not in a position to judge that. I am not in a position to judge of parties who offered for the position.

Q. There was a vacancy, you had made application, and the department seeing that you were employed by the Montreal Light, Heat and Power Company, and having certain political recommendations, appointed you?—A. That is right.

Q. You do not know whether there was in the electrical staff anybody who could have filled the bill equally as well as yourself?—A. No, it was for the department to decide that question not I.

Q. Have you anything more to tell us, Mr. Smith?—A. We have under control some twelve thousand lights. We look after all lights, also motors in all the departmental buildings, including Rideau Hall, and when there are any functions at Rideau

Hall one man from the staff goes in case something might go wrong, and remains on duty till the function is over, sometimes midnight, without extra pay. That is all I know, Mr. Courtney.

Witness retired.

Mr. MAHON, of the electrical staff, called.

By the Chairman:

Q. Have you anything to say to the Commission, Mr. Mahon?—A. No, I think Mr. Smith has covered it pretty fairly. I have merely come here to represent the men in case it might be necesary to give the Commission further information.

Q. You get the same salary as the elevator staff?—A. Pretty near, I get $2 a month more.

Q. That is a bagatelle, practically the elevator staff and the non-elevator staff are paid the same thing?—A. Practically, but when I came on here about ten years ago, there was no electric elevator in use. Now they have brought in the electric elevators and we have to look after them. They have brought in the electric elevator man, the man who operates it, and they could not very well gives them much less than $45 or $50 a month, and I got $2 rise in ten years. The rest of the staff are about the same. I have been sixteen years in the electrical business, and of course we would not for a minute go to run the elevator, but we set them up and keep them in repair and do everything of that kind.

Q. But if the elevator goes wrong, you are the doctor called in?—A. That is just it.

Q. You are an expert and the elevator man is simply a machine?—A. Yes.

Witness retired.

OTTAWA, WEDNESDAY, September 4, 1907.

The Commission resumed at 2.30 p.m.

Mr. THOMAS WENSLEY, engineer in charge of the Parliament Buildings, called, sworn and examined.

By the Chairman:

Q. Well, Mr. Wensley, have you got any brief prepared or any statement that you desire to lay before the Commission?—A. Well, I have just simply made out a list of the staff, that is all I have prepared, but that will give you the situation in this building as it exists.

Q. You are the engineer in charge of these Parliament Buildings?—A. Yes.

Q. What are your hours, what time do you commence work?—A. Well, I come on duty between seven and eight and I remain until five or until whatever there is to be done in the building has been done. During the session my hours are long. I am here until the House adjourns.

Q. Outside the session, you are there all day long?—A. All day long.

Q. You are here all day long?—A. Yes.

Q. How many furnaces have you in the building?—A. We have six.

Q. Six furnaces in this building?—A. Yes, in this central block.

Q. You come here at nine all the year round, do you?—A. That depends on what time I get away at night.

Q. Out of the session now you come here at nine o'clock?—A. I am here before eight.

Q. And you stay here until what time?—A. Until five o'clock.

Q. What time do you have for dinner?—A. One hour.

Q. And when you leave at 5 o'clock in the evening, you go for good?—A. Yes, sir, but then I am always subject to be called.

Q. Of course we all are subject to that?—A. Yes.

Q. And for that you get $85 per month?—A. Yes.

Q. Do you come here on Sundays?—A. Yes, sir, I do not remain here all day, but I come and go through the building.

Q. In addition to yourself there are three assistant engineers?—A. Yes.

Q. They alternate all day long, for eight hours each?—A. Yes.

Q. Then, two of these assistants get $62 per month?—A. Yes.

Q. That is $2 per day, and one gets $60. Do you know why that little discrepancy occurs—is it that two were appointed in a month in which there were 31 days and the other in a month of 30 days—I suppose that was it?—A. Well, that is how it is.

Q. Who pays you, the Public Works Department?—A. Yes, sir.

Q. Then you are under the control of that department?—A. Yes, sir.

Q. In addition to yourself and your three assistants who take it turn and turn about for eight hours each you have eight firemen?—A. Yes.

Q. That is, two of them are on duty at one time; there are six of them on watch for eight hours each, and two of them are on duty for nine hours per day. Why is that?—A. Well, they come at seven and go at five.

By Mr. Fyshe :

Q. Who keeps the fire going at night?—A. There is a watch comes on at seven o'clock in the morning and they remain until three in the afternoon, when they are relieved by another watch, who remains until eleven at night, at which hour the third watch comes on, and they remain until seven in the morning.

By the Chairman :

Q. In addition to yourself and the three assistants, and the eight firemen who receive $50 per month each, you have two ashmen?—A. Yes, sir.

Q. And they get $45 per month. Well, now, when do your fires go out? When, as a rule, do you cease firing?—A. We never cease firing in this building; we have one fire going now and it goes all the year around. There are certain portions of the building that we have to put steam on during the summer months in order to keep the dampness out.

By Mr. Fyshe :

Q. Well, that is simply owing to condensation of the heat?—A. It is so much colder inside that when the doors or windows are left open the air rushes in and is condensed on the walls, particularly when the atmosphere is close and charged with moisture.

By the Chairman :

Q. In the summer months one furnace is kept going continually?—A. Yes.

Q. For that do you require one engineer in charge, three assistants, eight firemen and two ashmen?—A. That is in the winter months; at the present time there are six firemen, three of whom stand their regular watch and the others have to do the

cleaning; we have to clean our boilers and get everything in order for the next season, and my assistant engineers have all they can do during the summer months to get their valves, &c., in condition for the winter months.

By Mr. Fyshe :

Q. You mean the pipes and valves in connection with the boilers?—A. Yes, they have to do the packing of all the valves; they go into every room in this building and pack all the valves throughout the building.

Q. They have to go all over the registers and the pipes?—A. Well, if there is anything wrong in the pipes they have to do that in the repair shop.

Q. But they have to be familiar with all that?—A. Well, I will not say that they are familiar with the work of repairing pipes, but they are familiar with the work of packing valves; there is a repair staff for making repairs to the pipes.

By Mr. Bazin :

Q. You have a repair staff besides this staff which you have mentioned?—A. Yes, but they are for general repair work in all Dominion buildings. I have nothing to do with them.

By the Chairman :

Q. These assistant engineers, firemen and ashmen are on duty all the year around? —A. No, the ashmen leave in the middle of May and come on in the middle of November. The six firemen are here all the year around.

Q. Then the engineer in charge, three assistant engineers and six firemen, that is ten altogether, are on duty all the year around?—A. Yes, sir.

Q. Your boiler plant consists of six return tubular boilers, five feet in diameter and fourteen feet in length?—A. Yes.

Q. And that plant requires continual watching over?—A. There is no doubt about that.

Q. And during the session of Parliament, of course, there are subsidiary things to be looked after, three steam fans, what do you call that?—A. Those are fans driven by steam engines.

Q. Is that plant connected by pipes with the boiler plant?—A. Yes, but they are run for ventilation.

Q. It is entirely distinct from the heating plant?—A. No, but are run during the session only.

Q. Are you and your assistants employed in looking after that?—A. I look after that myself with the assistance of two of those firemen.

Q. Then here are six motor-driven fans besides?—A. Yes.

Q. What is the difference between the two?—A. The one is driven by electric motor and the other by steam engines.

Q. And then you have two motor-driven pumps for the 'air washer'?—A. Yes

Q. What are they?—A. Under our new system of ventilation the air comes in from the towers and passes through a set of tempering coils, and from that it is passed through a spray of water It is passed through water.

By Mr. Fyshe :

Q. How do you supply the spray of water?—A. It is supplied from the pumps.

Q. Is it spraying all the time ?—A. No. Then the air impinges against what they term the eliminators which knocks the water out, and if it is cold weather the air has to go over another bank of coils to bring it up to the temperature we want in the chambers.

By the Chairman :

Q. I see you often in the news-room there looking at a thermometer, is that the guide you go by ?—A. That is one guide we go by. I have to take records which are supposed to be kept in the department and which show the temperature inside and outside the building and the temperature in the chamber.

By Mr. Fyshe:

Q. That is in the chamber of the House of Commons ?—A. Yes, sir.

By the Chairman :

Q. And in the chamber of the Senate also?—A. And in the chamber of the Senate also.

Q. I suppose our legislators are exact about the proper temperature to have ?—A. I tell you how it is, you take some of the gentlemen in the Senate and they want it at seventy-five while others want it about sixty. The normal temperature is sixty-five.

Q. You also operate a motor driven fire pump to keep the supply of water going in the building ?—A. Yes, sir, you may hear that going every day.

Q. Well, what is your complaint about the salary ?—A. I do not consider it is sufficient for this building, I consider this building to be one of the most important places in the country, and in this building I have about three hundred bosses.

By Mr. Fyshe :

Q. But you do not pay much attention to them ?—A. If we did we would never get along at all.

By the Chairman :

Q. You think that the pay of yourself and your assistants is entirely inadequate I presume?—A. I think, for myself, I ought to get 20 per cent or 25 per cent more than what I am getting, and that there should be a general increase.

Q. You base that claim on the payments made to similar functionaries outside ? —A. Yes, and inside.

Q. Never mind about the inside. What position in the outside world could you mention where you would get the same pay ?—A. Now, Mr. Chairman, that is something I could not answer; I do not suppose there is another place in Canada analogous to this.

Q. How long have you had $85 per month ?—A. About nine years.

Q. What had you before that ?—A. $80.

Q. How long have you been there?—A. I have been thirty-four years this month in the Public Works Department.

Q. Was it thirty-four years since you left Taylor's ?—A. Yes.

Q. What did you come in at ?—A. $55.

Q. And you have got up to $85 per month ?—A. Yes.

Q. And you consider that with the advance in the prices of commodities you ought to get more than you do ?—A. I do. I will tell you another thing—when I was receiving that salary of $55 per month I was saving more money than I am to-day.

Q. Can you save anything to-day?—A. No, I cannot; the fact of the matter is that I cannot save anything now.

By Mr. Fyshe :

Q. What were you brought up to ?—A. I first served my time in Belleville as a printer in the Belleville *Intelligencer* office with—it was Mr. Bowell then—it is now Sir Mackenzie Bowell.

Q. That did not make an engineer of you ?—A. That is right, I came down to Ottawa and went to work on the Ottawa *Citizen* as foreman. I was foreman of Gov-

ernment printing for Mr. I. B. Taylor, contractor. Owing to some labour difficulties I left and I have never been in the printing business since. I came in here not expecting to be here more than a month and I have been here ever since.

By the Chairman :

Q. You base your claim for increased salary, you cannot show any analogy, but you base it upon the increasing cost of living and on that ground you consider you are insufficiently paid ?—A. I do, since I have been in Ottawa, now forty-one years, I suppose the cost of living has more than doubled.

By Mr. Fyshe :

Q. How do ou make that out ?—A. Forty years ago I could get a house of $5 per month that you will not get now for $15.

Q. But with reference to the cost of living, has that more than doubled?—A. Take the price of butter, which is twenty-eight cents per pound to-day and which you could get then for ten or twelve cents a pound, and you could get your eggs that are twenty-three cents a dozen now for five or six cents at that time in this same city.

Q. There has been a great increase, of course ?—A. Yes, sir, there has.

Q. Of course one of the great items of expense in the household is rent, and that has gone up?—A. It has practically doubled within the past eight years.

By the Chairman:

Q. When you came here forty years ago, were you married then?—A. Yes.

Q. You had to get a house then. House rent in Ottawa has always been peculiar, and at that time on account of the influx of Government officials and the insufficient number of houses rent was high?—A. Well, I bought a lot and built a house.

Q. You were a wise man, I wish I had done the same. But was rent relatively, although it has doubled within the last five years—within forty years in Ottawa the increase in rent has not been so great I think, that is comparing the rent of to-day with the rent of forty years ago?—A. Oh, no.

Q. But about other things, I know there has been a big increase in prices. I know this, that servants' wages were lower then. You could get servants as low as $6 per month, and other things were in proportion?—A. And now you cannot get servants for less than $12 or $15, and then when you do get them they want to run your establishment.

By Mr. Bazin:

Q. Has this increase from $55 to $85 per month come to you gradually?—A. Yes, sir.

Q. From $55 to the present amount?—A. Yes, sir.

Q. You have got from $55 to $85 in thirty-four years, and you do not consider that an increase of about $360 in your salary since you began is sufficient to pay the increase in the cost of living?—A. I do not.

Q. When you came in at $55 per month you were not engineer in charge?—A. Oh, no, when I came here thirty-four years ago I went to work in the shop, and I worked there for a time——

By Mr. Fyshe:

Q. In what shop?—A. In the Government machine and repair shop, and I worked there for ten or twelve years. I was sent from there to take charge of this building.

By the Chairman:

Q. As a matter of fact it has not been an increase of salary in your old position, but it has rather come from subsequent promotion?—A. Yes, with the exception of the last increase of nine years ago.

Q. With the exception of the last increase nine years ago. Was there any one in charge of the building here before you?—A. Yes, that is another matter. Andrew Kerr was the first engineer in charge of this building, and at that time he received $75 per month, so that the increase has been $10 per month in forty years since it was built. I am the fourth to fill the position.

By Mr. Fyshe:

Q. There is not much extravagance there?—A. You are right, sir, there is not much extravagance there. That is the increase in the salary.

By the Chairman:

Q. Who appointed you here originally?—A. I have not the faintest idea; I did not know I was appointed. When I came here I came to fill in a little time. I could not afford to be idle.

Q. But at that time when you were looking after the public printing you knew all the principal officers in the public service?—A. Well, sir, I never approached one on the subject.

Q. But they all knew you?—A. I suppose they all knew me, that is about it, sir. I got along all right and never had any trouble, as I have always attended to my own business and performed my duties properly.

Q. How many elevators are there in this building?—A. There are two elevators, one on the Commons side and one on the Senate side, but I have nothing to do with them.

Witness retired.

HEATING AND VENTILATING STAFF, PARLIAMENT BUILDINGS.

Engineer in charge.—All hours from nine upwards as required. During the session of Parliament the hours are long. Salary, $85 per month.

Three Assistant Engineers.—One in charge of each watch of eight hours. Two receive $62 per month and one $60.

Eight firemen.—Six on regular watch of eight hours, two on duty nine hours per day. Salary in each case $50 per month.

Two ashmen.—On duty nine hours per day. Salary, $45 per month.

Our boiler plant consists of six return tubular boilers, five feet in diameter fourteen feet in length.

During the session of Parliament we operate three steam-driven fans, six motor-driven fans, two motor-driven pumps for air washers, and two small motors in laboratories.

Q. We also operate one motor-driven fire pump to maintain a supply of water in the building.

(Signed) THOS. WENSLEY,
Engineer in charge

OTTAWA, September 4, 1907

Mr. JOHN THOMPSON, engineer in charge of the Printing Bureau, called and ·orn, and examined.

By the Chairman :

Q. You are the engineer in charge of the Printing Bureau ?—A. Yes, sir.

Q. How long have you occupied that position ?—A. Since 1888.

Q. That is the time the building was completed ?—A. Yes, sir.

Q. Are there any other engineers there besides yourself and Mr. Graham, the econd engineer ?—A. There is the assistant, Mr. Montgomery.

Q. Then there are the engineer in charge and two assistants engaged in operating that plant. Is the Bureau open all day long and at night ?—A. Only during the session.

Q. Do you get assistant engineers during the session ?—A. We keep them on all the year round because there is work for them making repairs, Mr. Montgomery takes the night-watch when the Houses are in session and Mr. Graham is on in the daytime.

Q. How many engines have you there ?—A. Three.

Q. Are the engines like those in this building?—A. Oh, no, we have twelve ylinders altogether, the elevators are worked by steam and there are two on each of iem.

Q. You have elevators in that building ?—A. Yes.

Q. Who appointed you Mr. Thompson ?—A. It was Sir John Macdonald appointed e.

Q. Did the local Member at the time recommend you?—A. Oh, no, Sir John acdonald appointed me.

Q. He appointed you himself, did he ?—A. Yes.

Q. What pay do you get now?—A. $108 per month, $1,300 per year.

Q. Have you always had that ?—A. No, sir.

Q. What did you come in at ?—A. $1,000.

Q. When did you get the last increase ?—A. In the last four or five years.

Q. You have increased from $1,000 to $1,300 ?—A. Yes.

Q. The Bureau during the session, when all that printing requires constant supersion is open day and night?—A. Yes.

Q. Does this man who is in charge at night report to you ? Have you a telehone that you could be got at easily ?—A. He reports to me, I have not a telephone t, of course, there is always somebody there so that if anything is wrong they can ll me.

Q. Where do you live?—A. On Lisgar street.

Q. I suppose you, like other public servants, think your salary insufficient?—A. ell, I don't know about that, but I was promised more when I came in—I may just well tell you what occurred. Of course, it was at the time the fuss was here with l the other men, the trouble in 1901, and Mr. Chapleau told me he would make it od for me before the year was out, but he did not, the trouble occurred and I did not ther him with it. My salary was to be $1,500.

Q. Your salary was to be $1,500?—A. That was the understanding when I came.

Q. Did you pay anything for superannuation—you were not permanent ?—A. No, t I was to be permanent. I spoke to Mr. Chapleau about the appointment and I ed him 'is it permanent,' and he replied that it was.

Q. I suppose he meant it was permanent in this way, that you would not be turned ?—A. Well, I did not know about that technical difference or distinction.

By Mr. Bazin :

Q. These three engines that you have under your charge there at the Printing Bureau supply the power, the light and the elevator, everything I suppose ?—A. We have three engines in the engine room which supply all the power for all the machinery, the large one of 150 horse-power runs the light the others run the elevators, &c., and we have four boilers supplying steam.

Q. All these engines and machinery are under your charge?—A. Yes, they are under my charge with the assistance of Mr. Graham and Mr. Montgomery.

By the Chairman :

Q. The building, I understand, is absolutely fireproof ; there is nothing combustible in it except a little bit of woodwork?—A. There is nothing combustible except a little soft maple.

Q. Is there any watchman there when Mr. Montgomery is on duty?—A. He is the night man during the session, but at this time of the year there is no furnace going except for motor power for the press; we have three boilers going.

Q. So that even in the summer time there are some engines always going?—A. That place has not been stopped since we went there in 1888, and it is just full of machinery—of course, if a belt came off we would slack up to put it on again, but the plant has not been shut down.

Q. In addition to operating the plant, if you want a new belt or anything like that in the way of repairs and renewals?—A. All the repairs, except something breaks in the iron or metal, anything like that has to be sent to the shop, but all other repairs are done by ourselves in the building.

Q. You are paid by the Public Works Department?—A. Yes, sir.

Witness retired.

OTTAWA, September 4, 1907.

Mr. WILLIAM GRAHAM, second engineer at the Government Printing Bureau, called, sworn and examined.

By the Chairman :

Q. What salary do you get, Mr. Graham?—A. $75 per month.

Q. How long have you been employed there?—A. Since 1888.

Q. You two came in practically at the same time?—A. Yes. I came in in August, and Mr. Thompson came some three months previous to that.

Q. You two came in practically at the same time?—A. Yes.

Q. And you and Mr. Thompson share the day's work together?—A. Yes.

Q. I suppose you consider your salary of $75 insufficient?—A. Well, I have had one increase in 18 years.

Q. What did you come in at?—A. $65 per month.

Q. And you have increased to $75?—A. Yes.

Q. Are you married?—A. Yes.

Q. Is there anybody dependent on you?—A. I have six children.

Q. All depending on you?—A. Well, two of them are now making for themselves, the two oldest boys.

Q. What rent do you pay for the house you occupy?—A. I made a payment on my place of about one-third the value of it, and it costs me $15 per month.

Q. You are paying the principal and interest all along?—A. Yes, it costs me bout $15 per month, just like a rent.

Q. When will you be free of that?—A. In another six years, I think.

Q. In those large factories and other establishments of a similar nature in Montreal and other places what do they pay their engineers?—A. Well, I was making some inquiries, and I was informed some saw men got from $80 to $85 per month, and I was railroading previous to coming into the service of the Government, and I know what the railways pay.

Q. What did you get there?—A. The wages are from $120 to $125 per month.

Q. Why did you give up $125 per month to come in here at $70?—A. Well, I was running on the road, and I had two accidents, and my mother and wife got nervous, and they kept at me all the time to leave that work and get something else that was so dangerous. The Hon. George Bryson told them he would get me a good position I would accept it; I told him I would accept it and give up the railway work, and he put me in to the Bureau.

Q. In these big factories at Montreal requiring the same power and having the same machinery and all that sort of thing, what do they generally pay their engineers?—A. I cannot say that, Mr. Chairman.

Q. Of course, it is the desire of the Commission to see that people are properly paid, and the only way we can get at that is to see what people in analogous positions get in other employments?—A. The steam plants around here are very small, and you could not make any comparsison with those plants and the Printing Bureau.

Q. I know that, but down in Montreal and Toronto there are large manufacturing establishments having extensive engine and boiler plants requiring people continually in charge of them; can you tell us what salaries are paid in those establishments?—A. Well, I cannot say, but Mr. Edkins, who has charge of the plant in the Eaton store in Toronto told me that he was getting a certain amount, and it struck me it was a very fair salary, but, of course, the concern is very 'close,' it is difficult to get information about their business.

Q. Would he be working all the year around?—A. Yes, sir.

Q. How many engineers would they have there?—A. I do not know, but it is a very close place, and it is very hard to get any information about their business.

Mr. WENSLEY.—He has two or three assistants, I believe.

OTTAWA, September 4, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

Mr. TELESPHORE DUGAL, fireman at the Western Block, sworn and examined.

By the Chairman:

Q. You are fireman at the Western Block?—A. Engineer.

Q. Mr. Wensley calls you a fireman in his list; I suppose that is an error. How many engineers are there in the Western Block?—A. Three engineers, three firemen.

Q. Are you chief of staff over there?—A. Well, I am one chief. We change about and take eight hours' work each.

Q. In the Western Block how many engines are there?—A. Only one.

Q. Does that engine run all the year around?—A. Yes, sir.

Q. What does it do in July?—A. In July?

Q. What is the engine used for in July? Is it used to run the elevator?—A. No, it has nothing to do with the elevator.

Q. Well, you would not want it for the purpose of increasing the temperature in July as in winter; what is it used for in the summer time?—A. The engine is used only to fill up the boiler with water; that is what they call the engine.

Q. In the ordinary course of life you do not have furnaces to look after for more than a certain number of months during the year, and I cannot make out exactly why they want this staff of firemen when no heating is required in the building. You might enlighten me about that. You say the engine is used to fill up the boiler during the summer?—A. Yes; well, we are only firing in the winter time, except that we keep one boiler going during the summer for hot water for the people who want hot water in the building.

Q. That is, during the summer months you keep hot water in the building?—A. Yes.

Q. What do they pay you?—A. We get $50 per month.

Q. And you also are paid by the Public Works Department?—A. Yes.

By Mr. Bazin:

Q. Are you a qualified engineer, or are you simply a fireman?—A. No, sir, I am not a qualified engineer.

By the Chairman:

Q. How long have you been there?—A. Going on fifteen years.

Q. What salary did you have when you went in?—A. $37.50.

Q. And now you have $50?—A. Yes.

Q. That is an increase of one-third, or thirty-three per cent. When did you get the increase?—A. At first when I went there I used to put in the wood, and then I got on as fireman at $48 per month, and we got an increase about a year ago of $2 per month.

Q. Well, that is not a very big increase?—A. No, it is not.

Q. Compared with the wages paid to carpenters and artisans outside, do you think that is a fair rate of pay?—A. Well, that is what we are getting now, and it is pretty hard to live on it.

Q. You find it pretty hard to live on it?—A. Yes.

Q. From what you tell me, you are employed there all the year around?—A. Yes.

Q. Of course, in the summer time the work is lighter?—A. Yes, it is a little lighter, but I have to work twelve hours a day. I am supposed to be there at seven o'clock in the morning and stay there until the evening, and I have also to stay there on Sunday; we change about at that, but I am there from seven in the morning until seven at night.

By Mr. Fyshe:

Q. That is not every Sunday?—A. Oh, no, not every Sunday, but we change about.

By the Chairman:

Q. Who is your chief?—A. Mr. Smith.

By Mr. Bazin:

Q. What do you do there in the summer time when there is no heating required?—A. We are supposed to act as watchmen in the other blocks.

By the Chairman:

Q. Where are you stationed?—A. At the building on Queen street.

Q. But I see you are marked down here as being at the Western Block?—A. That is in the winter time, but in the summer time I am on Queen street.

Q. Then as I understand it, when the period of firing in the winter is over then you go to Queen street?—A. Yes.

Q. Then you are really employed all the year round?—A. Yes, sir, I am.

Q. Oh, I thought you were simply there sitting around in the summer time and working in the winter. I did not understand that you had to act as watchman in the summer time?—A. We are also required to stay there on Sundays, of course; we change about on that.

Q. I know there are no Dominion Police watching that building on Queen street, and I suppose that is the reason you are sent there?—A. There are no Dominion Police there.

Q. How many people are employed in the Queen street building?—A. I could not say.

Q. Is that the building in which a portion of the Audit staff is placed?—A. Yes.

Q. Have you any means of cooling the place in the summer time; any motor fans or anything like that?—A. No.

Q. Who looks after the Queen street furnace in the winter time?—A. A man named Burke.

Q. Then he is discharged, I suppose, when you come on in the summer time?—A. No, he is working down below on the Lover's Walk in the summer time.

Q. I see, he is shifted about in the summer time?—A. Yes.

Q. And you consider that $50 a month, having regard to rent and other necessary expenditure is not a sufficient salary?—A. No, sir, it is not.

Q. Are you married?—A. Yes, sir.

Q. How many children have you?—A. I have three and the wife.

Q. All dependent on you?—A. No, sir, they are married, but there is one of them I have to help, because he cannot get along without it.

Witness retired.

OTTAWA, September 4, 1907.

Mr. THOMAS WHALEN, fireman at the Eastern Block, called, sworn and examined.

By the Chairman:

Q. Have you a statement prepared, Mr. Whalen?—A. I have here a list of the men employed in the eastern block (document handed in and filed.)

Q. You are one of the eastern block men?—A. Yes, sir.

Q. There are apparently seven of you employed there?—A. Yes, sir, and others.

Q. You are in charge of the boilers and building?—A. Yes, sir.

Q. You have been nineteen years in the service?—A. Nineteen years in the service.

Q. The senior in the service has been there thirty-five years, and the next in seniority has been there thirty years, and then you stand third with nineteen years service?—A. Yes.

Q. How many boilers are there in the building?—A. There are three boilers in the Eastern Block.

Q. Will you allow this list you have handed in to remain here?—A. Yes.

Q. What do all you people do in the summer time?—A. Well, we have boilers to clean up and fix them up during the summer season for the winter, we have to go over the whole building and examine all the valves, pack them where necessary, take out any that are damaged and have them repaired by the repairing staff. We are sent also to other buildings to replace the men who are on their holidays and we are sent to work in the repair shop sometimes; we also have to help the steam fitters with the steam fittings and work of that kind, and we also have several small buildings to overlook.

Q. What do they pay Mr. Costello?—A. $50 per month.

Q. You and the rest get?—A. $50 per month.

Q. You had $48 until two years ago, and then you received a $2 increase?—A. Yes.

Q. That seems to have been the rule, an increase from $48 to $50?—A. Yes, and previous to that it was $45.62, but the men had the liberty to dispose of the wood ashes which usually made the difference to them an additonal few dollars, in all made $48; then the model farms got the ashes and they made it up to them by giving them $48.

Q. Who did you sell the ashes to?—A. Could not say, that was before my time, it was nineteen years ago, it was just about the time I came in and they made that change. The Model Farm took it over nineteen years ago.

Q. I asked the question because you raised the point. What is done with the ashes now?—A. They are brought over to the park there or back of the Supreme Court for the filling in of that bank there, they are coal ashes now as we use coal.

Q. They are practically no good commercially, you could not sell them?—A. Not now, to get the same revenue from as it is coal ashes.

Q. What salary did you get when you went in nineteen years ago?—A. $30—well, there was a misunderstanding, I did not get what I was entitled to, $48, that was paid where I worked at the time, but I did not get it because I was not put on the list, and although I went to my superior officer several times I could not get any satisfaction, he put me off and I remained at that salary for about four winters until I got it. My superior made it out that it was a misunderstanding or something to that effect.

Q. What wages do your firemen get?—A. The same as I get, $50 per month.

Q. There is no difference in salary in the Eastern Block between firemen and those in charge?—A. Six of us get the same pay, $50 per month, there is an assistant there who has to look after the ashes and wheel coal for the grates.

Q. What do they pay him?—A. $45, $45.62 used to be the old helpers' pay years ago, also the firing pay; of course, some of us work nearly every day in the year, Sunday and all, and I think they average it up on the basis of 30 days to the month.

Q. The whole three of you are not there all the time?—A. Not in the East Block, but there are five of us yearly. Three in charge, one fireman and the assistant, Mr. Hyland. There are two other firemen that come on during the winter season when the really hard firing has to be done, when there is twenty-four hours firing per day.

Q. I do not think I have anything more to ask you beyond what is contained in the statement, except that you say there that the plant is poor in the way of construction and that the work is injurious to your health; how is that so?—A. Yes, in many ways it is injurious.

Q. Well, tell me how ?—A. Well, of course, although I mentioned that point there possibly I may be treading on somebody's corns.

Q. Never mind go on ?—A. Well, when we clean out the fires under the hot furnaces, of course, we get all sweated up and we should change our shirts, but we have no room in which to do that, consequently it injures our health by soaking that sweat, and then we have to breath the bad foul air there. There is a sewer there that is open all the time into which all the sewerage of the building goes and consequently we are continually breathing that foul air. Another thing that can be remedied is the construction of the coal bins which might be so constructed that we would get the slack and the good coal together. The way it is now the day staff gets all the good

nd the night staff gets the slack. There is a very bad draught to the fires in this , we have no fans or anything to drive it and it takes an expert fireman to fire ; you cannot get one man in a hundred that can go in there and fire right.

Q. What were you doing before you got in there ?—A. Well, I started in the Govent as a general man, as a fireman, I was supposed to get a fireman's place, but I many things around here, took whatever I got to do. When I came in I did not I would be here a great while, but I hung on from time to time ; I had my er and sister to look after, and I have done so ever since I was sixteen years of

Q. You are not married ?—A. No, sir; and they have been sick all the time, nd on, for thirty years and that is what has kept me here.

Q. Is this peculiar to the Eastern Block this condition of affairs with reference e sewer or are the other buildings the same ?—A. Well, a good deal of it, that is ause of so many of us people being thin and having bad health, there are lots ings that might be remedied.

Q. The reason of the close atmosphere in several of the blocks is on account of roximity of the sewers you think or partly so ?—A. I would not say anything regard to any other block than the Eastern Block.

Q. Your remarks in that respect apply to the Eastern Block?—A. I refer to the rn Block because I work there ; I will not say anything about any other building. r other engineer can look after himself. This building (House of Commons) is roperly because you have a practical man looking after it.

Q. You think this block in which you are employed is deleterious to your health count of the proximity of the sewers ?—A. Yes.

Q. Are you much under the doctor's care?—A. No, I have studied the subject of h all I can and I endeavour to avoid sickness.

Q. Are your colleagues frequently laid up ?—A. Yes, they are very often. There rdly a winter but all the members of our staff are laid up for a couple of weeks

Q. What suggestion do you make for bringing about a better state of affairs ?—ell, if we got more pay it would be better, we could live better with more subial diet.

Q. I meant with reference to obtaining healthier surroundings ?—A. There should room built in which we could change our clothing, there should be some changes in our coal bins, the draft in the flue could be improved, and the sewers could ted properly ; if those improvements were made it would mend things considerOf course, we have night-work to do and you know it is considered that if a man s six months at night-work right through it has an effect upon his system, therethe surroundings should be healthy.

Q. Who keeps your time ?—A. Mr. Smith, he is our boss.

Q. Does he come around at the time you are suposed to go on duty?—A. Yes.

Q. Is he there at 8 o'clock in the morning when you start ?—A. He is there at in the morning, and in the summer we go to the shop and report there ; in er months it is not necessary, we have three shifts in the East Block, and each is supposed to be there to relieve at the proper time and the boss usually comes e East Block every day.

Q. You talk of having a time-keeper, how does he get your time ?—A. In the ner time when we have not much firing to do we have time to go over in the ngs and mornings, we are all on day service pretty much these months.

Q. I do not suppose you are capable of such a thing, but what is there to prevent fter going to the shop and reporting yourself on duty from going home again you have reported to the time-keeper ?—A. We generally go there five or six tes before quitting time and the boss sees us.

Q. In the morning?—A. Oh, in the morning, we go to the shop where we work, the boss is around in the morning generally at the shop and sees us there.

Q. You mean that he may come there at any time, he drops in and walks around? —A. Yes, but generally in the morning and regularly.

Q. What I wanted to get at was, if you went to the shop and reported to the timekeeper, who stays here, what is there to prevent you quitting work and going home again?—A. Oh, we cannot do that there; luckily we have a staff of men who would not do that. We have steady punctuality, we have to be punctual in the winter time in order to relieve each other on watch, and having to be regular during that season, it comes natural to be punctual during the summer time. I do not want to brag of myself, but I do not know that I have been late twice during the nineteen years I have been there, and it is about the same with all our staff.

Q. In the Eastern Block is the furnace in which the notes are burned?—A. They used to be burned there.

Q. They are burned there still?—A. There is a place fixed in behind the boiler house.

Q. Then there must be some fire put in to burn the notes?—A. Yes.

Q. You put in the fire for them?—A. Yes, the man did in the day time, when notes were burned in the boiler house.

Q. When there are any notes to be burned you are informed of the fact and you arrange it?—A. Yes, the day men did.

Q. You have nothing to do with that, have you?—A. No. The men who are there in the messengers' department attend to it; I am not there much at that time.

Q. There are not many notes burnt in the summer time, at that season they are signing the notes; in the winter they burn them. When they desire to burn a batch of notes an officer of the Finance Department, with an officer of the Audit Office and messengers, go down with a truck full of notes. You are not there when that is done?—A. Well, the steam boilers are in operation at that time. I am generally on night service.

Q. I am not talking about that. While this process of burning the notes is going on are any of your firemen present?—A. Yes, they are there all the time, not where notes are burned now.

Q. In this room where the notes are burnt?—A. No. They were when the notes were burnt in the boiler house.

Q. I am not talking about that, I am speaking with respect to the practice now? —A. No, the firemen have nothing whatever to do with it where they burn them now.

Q. It is simply the duty of the firemen to put the fire in the new furnace where they are burnt now?—A. No, we have nothing to do with that now; the messenger fixes that, I think.

Q. The messenger from the Finance Department attends to that, does he?—A. Yes, I think so.

Q. At all events, you have nothing to do with it now?—A. No.

By Mr. Bazin :

Q. Do you take any holidays during the year?—A. Yes.

By Mr. Fyshe :

Q. You state in your memorial 'we have many grievances in our places of service, in poor equipped plants in the ways of construction, which are an injury to our health, besides the cost of doctor's bills and medicine.' What does that mean?—A. That is just what I have been just speaking about: there are bad draughts there all the time, the doors are bad, it is very hard to keep them tight, and we have to breathe bad air from the sewer there; this could be remedied, I suppose, but it would be at some expense. All the filth of the building goes into that sewer, and when the wind comes

to a certain point the foul air is driven back, and we have to breathe that, and then we have a bad draught in the flue from boilers on one side of the building, it is a natural draught, and we should have some way of driving it out to make draught for our fires to get the steam; this deficiency causes unnecessary drudgery.

Q. You talk about the plant being poorly equipped?—A. Well, take our coal bin; owing to the method of construction, the coal comes down to the front in lumps for a while, the lumps slide to the front, and for a while the firemen get good coal, but after that we have slack coal, because the slack coal always stays in one place. The result is that sometimes there will be an accumulation of some fifteen tons of slack which we have to burn, and which it is very hard to do with a natural draught. If this bin was properly arranged we would get the coal mixed, the lump and the slack together, but as it is now one watch gets all the good coal and another gets all the slack.

By Mr. Bazin :

Q. You cannot very well avoid that in a place like the Eastern Block?—A. I think it could be avoided.

By Mr. Fyshe :

Q. How could you remedy that?—A. It would cost something, I suppose, to build a slope at the back so that when the coal is dumped in it would all come down to the front together and give the firemen mixed coal. The way the coal is delivered it is dumped down from the outside, the first load dumped stays there and the other is dumped on the top of that, with the result that the slack settles there at the back, and the lump coal runs down to the front.

By Mr. Bazin :

Q. Do you not get your coal supply in once a year, sufficient for a whole year?—A. No, the place is not big enough; our bins only hold, say, four days' supply.

Q. There is only four days' supply delivered at a time?—A. About four days' supply.

By Mr. Fyshe:

Q. That is absurd, if you have to keep buying coal all through the winter?—A. The Government does not have to keep buying coal all the winter. They buy a large supply, and have a big shed in which it is stored down below, from whence it is drawn to the buildings as it is wanted.

By Mr. Bazin:

Q. You said a minute ago that you had some holidays?—A. How many holidays do you get in a year?—A. We get ten days' holidays in a year, and we are supposed to make up for them in overtime; that is, we are required to work overtime without any extra pay for that. Some years we nearly put in those ten days in overtime and some years of course we do not, but the holidays are allowed us on those conditions, so that they do not benefit us very much, and owing to our low salaries we have not a dollar to spend to go anywhere like other citizens have.

Q. Are you employed anywhere else than in this building?—A. Yes, I know many of these big and small buildings, and it takes a man from five to ten years to learn some of them, but I know where the main pipes are in many of the buildings, also many smaller pipes.

Q. And your services are sometimes required in the other buildings?—A. Yes, I can take many a man's place in many of the buildings. I have been engaged in the Eastern Block in the winter months particularly, and have always been on at night and evening. In that building except summer months I have to do all my own minor repairs, and I get nothing extra for that. There is a big difference between day and night work. The night work is much harder on the constitution.

By the Chairman:

Q. In the winter time when the furnaces are going where is your room?—A. You just go down the back stairs and go right around the corner and you will see a room away down there to the right.

Q. You are not in the same part of the building where the carpenters are?—A. Oh, no.

Q. They are away further up?—A. We are on this side of them.

Witness retired.

OTTAWA, ONT., September 3, 1907.

Statement of East Block Government heating staff, length of service and positions::

Michael Costello.—In charge of boilers and building; 35 years in the service.

Alex. Ross.—In charge of boilers and building; 30 years in the service.

Thomas Whalen.—In charge of boilers and building; 19 years in the service.

Joseph Belanger.—Fireman; 11 years in the service.

Albert Dunn.—Fireman; 11 years in the service.

Sylvester Lurette.—Fireman; 8 years in the service.

William Hyland.—Assistant as fireman and ash man; 6 years in the service.

Mr. Labelle.—Assistant ash man; works between East and West Block; judging, about 6 years in the service.

OTTAWA, ONT., Sept. 3, 1907.

STATEMENT OF THE EAST BLOCK GOVERNMENT HEATING STAFF.

The East Block Heating Staff has not had an increase of wages for nineteen years back, till a year ago. Then they got an increase of $2, which makes it $50 per month at present. Nineteen years ago the wages were $48 per month. For several years previous to that date the men had $45.62 and the liberty of disposing of the ashes; that gave them the revenue of a few dollars, which, in addition to their pay, made it about $48 per month.

All agree that the present rate of wages, $50 per month, is not sufficient to meet the necessities and household requirements of living in the city of Ottawa at present, as the cost of living generally has advanced in price to enormous extent. Many of the staff find it very hard to make ends meet from month to month and live half way as a citizen. Actually it is about all we can do. Many charitable demands we should help that we have to shut the door on.

There is no difference in our salaries as to compare with our different positions and duties. The man in charge of the steam plant and building don't get any more salary than his regular assistant, and has a great deal more work and responsibilities to contend with. It is worth more money for the difference.

Some of us have to put in service in building or plant, nearly all the days in the year. We get a few holidays in the year, but we get them through overtime, should we have to work it, and on these conditions only.

On these holidays many of us have to try and earn a little more money, and by so doing it is an injustice to outside labour.

We have many grievances in our places of services in poor equipped plants, in the ways of construction, that are an injury to our health, besides the cost of doctor's bills and medicine. All the members of the staff desire to leave the scaling or raising wages to the good judgment of the Commissioners, and hope that their decision won't be changed like it has been in other influential cases by under influential parties.

Respectfully,

(Signed) THOMAS WHALEN,

Steam Engineer, East Block.

OTTAWA, September 4, 1907.

Mr. WILLIAM HILL, Fireman in charge of the Supreme Court building, called, sworn and examined.

By the Chairman:

Q. You, Mr. Hill, are in charge of the Supreme Court Building plant?—A. Yes.

Q. Are there any other men besides yourself employed there?—A. There is one man besides myself.

Q. And there is one man besides yourself?—A. Yes, sir.

Q. And how many boilers have you to look after?—A. Just one large boiler.

Q. How long have you been there?—A. I have been there since 1891 and my assistant has been there nine years.

Q. You had a predecessor, of course, the Supreme Court has been in existence since 1877?—A. Yes, sir. To expedite matters I have prepared a statement in which I mention my predecessors and give the history of the plant from the time of its inauguration down to the present day.

(Document put in and read.)

By Mr. Fyshe:

Q. You mention in your statement that you have to open up the law library early in the morning for members of the legal profession, that hardly seems to be the work of a fireman; by whose orders do you do that?—A. By the orders of the Registrar.

By the Chairman:

Q. I suppose it is this way that a man like, Mr. Wallace Nesbitt, K.C., we will say comes down from Toronto on the morning train, he has his case coming on early in the morning before the court and he wants to prepare for it; it is necessary for him to have access to the library at an earlier hour than the regular hour for opening, and I suppose this is an arrangement which has been made for the convenience of the legal profession appearing before the court?—A. Those are the facts of the case. I am the only man there, and I received orders from the late Registrar to open up the library whenever required to do so by members of the profession.

Q. Where do you get those figures which you have quoted in your statement?—A. Partly from Toronto and partly from Peterborough.

Q. The wages quoted are those actually paid by manufacturers?—A. Yes, sir, by the manufacturers at those places, and following those figures you will notice I have given the salaries paid in our own city.

Q. These are not the figures fixed by the unions, they are the wages actually paid?—A. No, sir, those are not the wages fixed by the union. I have no connection directly or indirectly with any union.

Q. These are the ordinary current wages paid in free competition?—A. The wages paid in open and free competition by the manufacturers.

Q. You state here that the engineers in charge of the city water works get $79 per month for an eight-hour day?—A. Yes, sir, in the city of Ottawa.

Q. With an increase of $2 per month until $1,000 per annum is reached?—A. Yes.

Q. And it takes about two years to reach that?—A. Yes sir, that is the information I received.

ARD VII., A. 1908

By the Chairman:

Q. In the winter time when the furnaces are goin — of an increase next
just go down the back stairs and go right around t — -A. Yes, and keep it
away down there to the right. — or an eight hour day.

Q. You are not in the same part of the b — those who are exposed to
Oh, no. — ut into the cold atmosphere

Q. They are away further up?—A. W — s quite an amount of skill re-
Witness retired. — e is.

ll waste a lot of coal and not be
nd then he cannot obtain the pres-

Statement of East Block
tions::

Michael Costello.—In
Alex. Ross.—In ch
Thomas Whalen.—
Joseph Belang
Albert Dunn
Sylvester
William
Mr.
about 6

By Mr. Fyshe:

Q. Is there any one to check you to see that you are doing your work properly?—A. No, sir, I am in full charge of the building.

Q. You are confident that you are doing what is right?—A. Yes, sir, I am.

Q. You are not doing fireman's work now are you?—A. I am, during the term of cold weather.

Q. I should think you are almost too old for that kind of work now. How old are you?—A. Over seventy.

Q. You surely cannot do fireman's work?—A. I do it, sir—a willing mind can do a great deal, you know.

Q. It is the willing body more than the willing mind I think is necessary?—A. I think I can say I do it to the satisfaction of those with whom I am connected officially; I have the six judges of the Supreme Court; I have all the officials connected with the clerical staff; I have the judge of the Exchequer Court and all his assistants to satisfy, and I fail to find that there has been any complaint so that I always think I am doing pretty well.

By the Chairman:

Q. You went in in 1891?—A. Yes.

Q. What was your occupation before that?—A. I was working in an engine shop for several years before that; you will probably know the gentleman for whom I worked, Mr. Bailey.

Q. Mr. Bailey, the locksmith?—A. Yes, I served my time as an apprentice in a machine shop in the city of Ottawa.

Q. How did you come into the service; who got you the appointment?—A. Mr. Fuller, the late architect.

Q. He found you out by getting locksmith's work and other work done through Mr. Bailey, and he saw that you were a good man and got you in?—A. I do not know any thing about the 'good man' but he knew me very well.

Q. At all events you did not come in through politics?—A. No, sir, I made application for the position when they built that extension to the building. I knew Mr.

ONAL PAPER No. 29a

y well and was intimate with him, he asked me to put in an application to r of Public Works, and I told him I did not know the Minister and did ything about it, and he replied, 'You will have to put it in anyway.' nt into the messenger's room, wrote out my application and gave it to send it in to the Minister. I never saw the Minister to my knowledge, him then.

was this?—A. In October, 1891. Mr. Fuller sent for me on the at and told me to go to work.

thinking of superannuation?—A. I cannot get it. I would perannuation if it were obtainable, but the trouble is I could am able to perform the duties but no superannuation will come not apply to a man in my position.

By the Chairman:

Q. What did you get when you entered the service?—A. $48 per month.

Q. You have risen from $48 to $55?—A. Yes.

By Mr. Fyshe:

Q. Have you any one dependent on you?—A. Only my wife just now. I have children, but they are all doing for themselves now, they are married.

By the Chairman:

Q. Yours is the most complete memorial we have had presented to us yet Mr. Hill. We are desirous of obtaining information as to the wages paid elsewhere, and you have furnished us with that information?—A. I might just say, Mr. Chairman, that as far as my individuality is concerned I worked on this building for the contractors, Haycock and Jones, and I worked for Mr. McGreevy and for Mr. Midford, and I assisted to complete the parliamentary library by running the steam engine for Mr. Farquhar and Manning, of Toronto. I hold my engineer's qualification papers. I do not come here pretending to be what I am not.

Q. Then, as I suggested just now, you were well known to the staff of the Public Works Department before you came in?—A. Yes, sir, I executed some work years ago for Mr. Fuller and also for Mr. Scott during my service for Mr. Bailey some very important work.

Q. Have you anything else you would like to say ?—A. No sir, I leave my case in the hands of your honourable body to deal with as you think right.

Q. How long have you lived in Ottawa now?—A. Over fifty years.

Q. You do not know anything about what the Allan's and the Canadian Pacific Railway pay their firemen on the steamers do you?—A. I do not.

Q. Do you know what the railway people pay for their firemen and engineers on their lines?—A. I know that engineers with whom I am particularly acquainted make from $85 to $120 per month.

Q. Do they get paid by the mileage they go or how ?—A. I do not know how they reckon it but I know they make that, and a fireman makes from $75 to $80 per month, I know that from relatives of my own who are engaged on the Canadian Pacific Railway line. I also notice that the Canadian Pacific Railway has recommended an increase of 6 per cent during the last few days.

Q. Do you go back in the evenings ?—A. Yes, sir. There are only two of us employed there, and my assistant takes the night shift in the winter time which is not so laborious as in the day time. I do my own firing in the day time, I have to regulate the temperature of the offices in the building, I am subject to the call of the judges and the officials. So it is not at all what is called a picnic no matter from what

point you view the matter. Our court will open on the first of October and from that time on we are compelled to have heat on in the building ; sometimes we can only carry heat for half a day and then we will have to shut down the steam, but we have to be on the alert continually.

By Mr. Fyshe :

Q. You cannot let the fires out altogether ?—A. No sir, but we have to be on the alert and attend to the ventilation in the chamber and leaving it all in the hands of one man I find it is quite a job to attend to. The compensation for the labour is I think altogether inadequate and not at all reasonable compared with the increase of wages throughout the Dominion generally. A steamfitter's helper gets the same money as I do and he has no responsibility ; the steamfitter's helper has no responsibility, he is not in charge of anything, he simply does what he is told by somebody, and he only works nine hours a day and gets off at one o'clock on Saturday. I have during the winter months, under an arrangement with the old Registrar to come every Sunday and go over this building.

By the Chairman :

Q. Does the present Registrar, Mr. Cameron, think that advisable still, have you talked to him about it ?—A. I have never said anything to him with regard to that. He treats me with the greatest courtesy and I try to do my duty with the greatest efficiency I can. I may say that Mr. Cameron exacts from me a great many things that probably I might object to do.

Q. But you and he work together?—A. Oh, certainly, he and I work together.

Q. How old do you say you are now ?—A. I am over seventy.

Q. Then you were over fifty when you came into the public service ?—A. Yes.

Q. And you knew when you came into the service there was no prospect of superannuation for you ?—A. Yes, I knew that very well.

Q. And you came in with your eyes open?—A. I did, sir, but I knew that if I remained where I was there was no superannuation there either.

Q. I do not want to intrude into your private affairs, but were your circumstances bettered by coming into the service of the government?—A. I might have got on as well outside had I travelled, but I am a man very fond of my own home and I could, if you desire me to do so, explain in a very few words why I severed my connection with Mr. Bailey.

Q. Never mind about that ?—A. It might not be a pleasant story but it was a friendly separation.

Q. Never mind about that, anyway you thought it better to come into the public service ?—A. There was an opening in the service that would suit my physical capacity better than that with Mr. Bailey, I asked for and obtained that position.

Witness retired.

To the Royal Parliamentary Commission:—

Mr. CHAIRMAN AND GENTLEMEN,—At a meeting of Engineers and Firemen of the Parliamentary department and other buildings in the City of Ottawa, held on the twenty-fourth of August last, delegates were appointed to represent the engineers and firemen employed by the Government in the different buildings, to appear before your Honourable Commission to solicit your support and recommendations for an increase in salary.

Being appointed to represent the heating staff at the Supreme and Exchequer Courts permit me to submit for your perusal a statement of how work is done in that building.

There are two men employed on the heating staff—one on the day shift and one on the night shift. We work seven days a week of eleven and one half hours per day for six months and sixty hours per week for the remaining six months of the year. There are also special duties attached to the work in delivering and receiving parcels per express and also to attend to opening the library for the accommodation of those having cases in court. This work is necessary before the arrival of the Librarian or messengers, and this duty devolves on the engineer in charge.

I have been in charge as engineer of heating the Supreme Court as successor to David Long, deceased, and performing duties of engineer and caretaker since October 1891, for performing the work herein stated—besides many other calls on my services. I receive the small salary of fifty-five dollars per month and with the very large and valuable library, and being responsible for the fire apparatus and its condition, it is a small salary compared with the responsibility.

My assistant has been about nine years employed and only had forty-eight dollars until two years ago. He only gets fifty dollars per month now.

On the statement herewith submitted we claim that we are justly entitled to an increase in salary, as we see no reason why we should not receive remuneration for the long hours, and receive the same consideration as the men employed in the same capacity on shorter hours. Hoping for better to come, we will wait with patience the recommendations of your Honourable Body and I herewith beg to submit a schedule of wages scale:—

SCALE OF WAGES OF ENGINEERS AND FIREMEN.

—	Per diem.	Hours.
	$ cts.	
Engineers in general in charge	3 50	8
First assistant engineers	3 00	8
Second assistant	2 75	8
Foreman of firemen	3 00	8
Firemen	2 50	8
Coal passers	2 00	8

CITY WATERWORKS PUMP HOUSE.

Engineers in charge on 8 hours shift, per month, $79 with $2 increase per month till $1,000 per annum is reached and also pay for over time.

Oilers on water works get $50 with promise of increase next year. The duties of oilers is not to be compared to firemen who are exposed to extreme heat cleaning their fires and exposure to extreme cold after their day's work on their journey home. Firing is a trade. A competent fireman often makes a competent engineer.

I might enlarge upon some of the questions involved. We submit our case for your consideration, hoping that it may meet with your approval.

All of which is respectfully submitted,

(Signed) WILLIAM HILL,

Delegate Engineer in charge of Supreme and Exchequer Courts.

MONTREAL, September 12, 1907.

MR. C. DESJARDINS, Clerk of the Public Works Department, Montreal, called, sworn and examined.

By the Chairman:

Q. Mr. Desjardins, you are in the Public Works Department in Montreal?—A. I am chief clerk for the Public Works Department of the city of Montreal.

Q. And you have jurisdiction over all these elevator men?—A. Yes, they are all under my control, I pay them.

Q. How many men are there employed in the Public Works Department here?—A. There are fifty-seven scattered about on the elevators and through the building.

Q. Have you an office here?—A. Yes.

Q. Have you an assistant?—A. No.

Q. Do you do the correspondence of the Department?—A. Yes.

Q. Do you pay all these men?—A. Yes, I make out the pay list and the cheque comes down from Ottawa.

Q. What is your salary?—A. $90 per month.

Q. How long have you been in the service?—A. Since eleven years.

Q. What did you begin at?—A. The same as to-day.

Q. What do they pay the elevator man here?—A. $50 per month.

Q. What do they pay a caretaker?—A. $50 per month.

Q. They are simply paid a monthly salary?—A. Some are paid by the day and some are paid by the month.

Q. There is no pension system attached?—A. No.

Q. There is no fixity of tenure, they are paid by the month or the day?—A. No fixity.

Q. Your desire I presume is to become members of the Public Service?—A. Yes, we would like to become the same as every public servant.

Q. And secondly you would like to enjoy the benefits of any pension system?—A. Yes, that is what we would like. The men on this staff are all scattered over the different Government buildings in the city of Montreal and they look after the keep and the repair of the Montreal buildings.

Q. What do the corporation labourers get in the city of Montreal?—A. From $1.75 per day to $2 per day.

Q. And you men get $50 per month only?—A. Yes.

Q. And those men that are paid by the day what wages are they given?—A. $1.50.

Q. I see that the men employed down here in the lobby want their salary increased from $60 to $75 per month?—A. These are the policemen.

Q. Some of these men who are caretakers have quarters besides their salary I presume. Do they live in the buildings?—A. Yes.

Q. That is worth something to them?—A. Yes.

Q. Of course, when you say the caretakers have quarters in the Public Buildings, how many of the fifty-seven have quarters?—A. There is one in the Customs House and one in the Post Office, only two altogether.

Q. What is the distinction between the men who are paid by the month and the men who are paid by the day?—A. Well, the men who are paid by the day are temporary.

Q. Practically they have been a long time in the service have they not, some of them have been there for years haven't they?—A. Yes.

Q. How have they been appointed ?—A. A part of them by the influence of politics.

Q. How many buildings are there here in Montreal under the Public Works Department?—A. There are about one dozen places.

Q. Have you any workshops here?—A. Two at the Custom House and at the Post Office.

Q. When any repairs are wanted at the Post Office at St. Henri how do they manage that, for instance ?—A. It is given by contract, but if the repairs are only slight I send one of the employees.

Q. How do you know that there is need for repairs ?—A. Application is made that a certain thing is wanted and I send one of the men to look at it.

Q. There is a memorial here from you men, how many are there of you employed ? —A. At the Montreal Post Office for cleaning there are only two charwomen, and there are eight men.

Q. How long are the charwomen employed during the day ?—A. They come at 4 o'clock in the afternoon and work up until 9 o'clock at night.

Q. They get 75 cents per day ?—A. Yes.

Q. It is the old question, you do not think you are paid enough?—A. Yes, sir

(Memorial of the employees of the Public Works Department, City of Montreal, regd.)

Witness retired.

PUBLIC WORKS DEPT.,
MONTREAL POST OFFICE, Sept. 11, 1907.

To the Civil Service Commission sitting at Montreal :—

GENTLEMEN,—We the undersigned employees of the Public Works Department in the City of Montreal, would also respectfully petition the government to establish and grant us a system of superannuation, or an old age pension fund, and that the time that we have served in the past as employees in the department be reckoned in computing our period of service.

Trusting that your Commission will do all in its power to provide us with a pension, we have the honour to be,

Your humble servants,

Signed :—

C. DESJARDINS,
J. T. MURPHY,
L. D. THIBAULT,
I. TRUDEAU,
ALP. BOURASSA,
CAMILLE VADEBORCOUR,
OSCAR RENAUD,
LOUIS BRAULT,
F. H. LEFEBVRE,
A. LANGEVIN,
NARCISSE BISSONNETTTE,
LOUIS AUBEC,
FRONCE NADON,
ADOLP. DESJARDINS,
J. B. DESJARDINS,
SAMUEL LANCTOT,
H. VALIQUETTE,
JOS. GAGNIER,
M. BOYER,
A. MUTTALL,
JOS. LANGEVIN,
JOS. FORGNES,
P. PRUDHOMME,
M. FITZGERALD,
G. LABELLE,
S. McGREGOR,
JAMES NEVEILLE,
H. MARCHAND,
A. DROUIN,
R. BARTHE,
T. T. GREEN,
ARTHUR FORGET,
ODE LADUEANTAYE,
JOS. DUBISAC,
O. DROUIN,
O. BERTHIAUME,
L. ST. JEAN,
B. LAJEUNESSE,
C. DANDELIN,
GEO. FLANAGAN,
E. LANCTOT,
N. LESIEUR,
D. DUBRISAC,
ANTO. CHENIER,
Q. PAGE,
C. ROCHON,
E. BEAUDETTE,
J. MURPHY,
J. McCLANAGHAN,
G. ROBERT,
C. GIRARD,

Aux membres de la Commission du Service Civil, siégeant à Montréal ce 11 *septembre* 1907.

Nous, soussignés, employés à conduire les ascenseurs dont le public se sert à l'hôtel des Postes de Montréal, de 7.30 hrs. A.M., à 7.00 hrs. P.M., demandons respectueusement que notre salaire soit augmenté pour les raisons suivantes, a savoir:—

Notre salaire actuel est le même que celui d'il y a 14 ans, alors que ces ascenseurs furent mis en opération.

Notre ouvrage a pris de telles proportions et continue tellement à grandir sans cesse que nous n'avons pas une seule minute de repos du commencement à la fin de la journée.

Une différence marquée a toujours existé entre le salaire de ceux dirigeant les ascenseurs à l'usage du public et celui des personnes occupées sur les ascenseurs destinés au bagage.

Cette différence a toujours été à notre avantage.

Ces derniers, toutefois, ont, il y a deux ans, reçu une augmentation de salaire qui les met sur le même pied que nous.

Depuis un certain nombre d'années, le coût de la vie est devenu, ainsi qu'il est à votre connaissance personnelle, lourd et excessif.

Le Gouvernement reconnaît, sans doute la chose, que M. Fitzgerald, nommé tout récemment aux mêmes fonctions que les nôtres, à l'entrepôt des douanes à Montréal, s'est vu accorder un salaire de $60.00 par mois, ce qui représente une différence en plus de $120.00 par année, par rapport à nous.

Pourquoi, vu ces raisons, nous demandons humblement que notre salaire soit augmenté de 25 per cent.

Montréal, 11 septembre 1907.

Signed :—

OSCAR RENAUD, *Pas elevator.*
LOUIS BRAULT, *Pas elevator,*
ARTHUR FORGET, *Pas elevator,*
O. DE LADURANTAYE, *Baggage et Passenger.*

A messieurs les membres de la Commission du Service Civil, siégeant à Montréal ce 11 *septembre* 1907 :—

Je, soussigné, expose respectueusement :—

Que je suis employé comme menuisier à l'Hôtel des Postes de Montreal depuis huit années.

Que je suis obligé de fournir moi-même tous les outils nécessaires à mon travail.

Que je suis le seul menuisier à l'hotel des Postes relevant du département des Travaux publics.

Que mon salaire a toujours été et est encore de $1.75 par jour.

Que, vu le coût actuel de la vie et le prix beaucoup supérieur payé en dehors aux gens de mon métier, ce salaire est beaucoup trop minime.

Qu'une augmentation, en conséquence, de 25 per cent ne serait que juste et raisonnable.

Pourquoi, je vous prie de vouloir bien prendre en considération et recommander au Gouvernement l'augmentation qui, vu les raisons ci-dessus, semble s'imposer.

Montréal, 11 septembre 1907.

ANT. CHENIER.

SESSIONAL PAPER No. 29a

A messieurs les membres de la Commission du Service Civil, siégeant maintenant à Montreal, ce onze septembre 1907.

Je, soussigné, expose par les présentes : —

Que la responsabilité attachée, aujourd'hui, à mes charges devient de plus en plus lourde, que les affaires du bureau du Gouvernement augmentent vu qu'il me faut être au service de plusieurs ministres lorsqu'autrefois je n'en avais qu'un d'attitré, et de plus qu'il me faut faire acte de présence souvent dans la soirée.

Que le coût de la vie ayant doublé, j'espère que vous serez assez généreux pour au moins m'accorder une augmentation qui me semble être bien méritée.

Votre dévoué serviteur,

JOS. DUTRISAC,

Messager, bureau du Gouvernement, hôtel des Postes.

Aux membres de la Commission du service civil siégeant à Montréal ce 11 septembre 1907:

Nous, soussignés, employés à conduire l'ascenseur pour les malles du bureau de poste de Montréal de 5 heures du matin à 8 heures, et de midi à 5 heures du soir pour un employé, et pour l'autre, de 5 heures du soir à minuit.

Nous demandons respectueusement que notre salaire soit augmenté, à savoir, parce que nos heures sont en partie de nuit et que nous travaillons les dimanches et les fêtes civiles comme religieuses sans interruption et de plus nous déchargeons les malles qui passent toutes par l'élévateur.

Il y a deux ans par le département nous avons été mis sur le même pied que les conducteurs des ascenseurs des passagers.

Vous remarquerez, messieurs, que pendant 10 ans, nous avons travaillé pour $1.25 par jour et trois ans à $1.50.

Il nous semble bien raisonnable de vouloir bien vous demander aussi la coutume tel que les conducteurs des passagers, puisque ceux-là n'ont en quelque sorte ni travail de nuit ni travail de dimanche et fêtes, l'ouvrage que nous faisons étant par conséquent plus dur par le travail que nous faisons. En sus, depuis un certain nombre d'années, le coût de la vie est devenu, ainsi qu'il est à votre connaissance personnelle, lourd et excessif.

Le département des Travaux publics sait si bien la chose que les mêmes nominations que la nôtre faite récemment aux entrepôts des douanes à Montréal, l'employé s'est vu accorder un salaire de $60 par mois, ce qui représente une différence avec nous de $10 par mois de plus.

Vu que toutes ces raisons que nous croyons plausibles, nous demandons humblement que notre salaire soit augmenté de 25 pour 100.

MONTRÉAL, ce 11 septembre 1907.

(Signé) CAMILLE VADEBONCŒUR,
" ALF. BOURASSA.

A messieurs les membres de la Commission du service civil, siégeant à Montréal ce 11 septembre 1907.

L'humble requête du soussigné expose respectueusement:—

Que depuis au delà de cinq années il est gardien de l'hôtel des postes de Montréal.

Que la responsabilité attachée à sa charge est devenue d'autant plus grave et plus lourde que les affaires dans chaque département ont augmenté à un degré étonnant et que le nombre des employés s'est accru dans des proportions considérables.

Que, vû la nature de ses fonctions, il est occupé tout le jour et souvent la nuit.

By the Chairman:

Q. In the winter time when the furnaces are going where is your room?—A. You just go down the back stairs and go right around the corner and you will see a room away down there to the right.

Q. You are not in the same part of the building where the carpenters are?—A. Oh, no.

Q. They are away further up?—A. We are on this side of them.

Witness retired.

OTTAWA, ONT., September 3, 1907.

Statement of East Block Government heating staff, length of service and positions::

Michael Costello.—In charge of boilers and building; 35 years in the service.

Alex. Ross.—In charge of boilers and building; 30 years in the service.

Thomas Whalen.—In charge of boilers and building; 19 years in the service.

Joseph Belanger.—Fireman; 11 years in the service.

Albert Dunn.—Fireman; 11 years in the service.

Sylvester Lurette.—Fireman; 8 years in the service.

William Hyland.—Assistant as fireman and ash man; 6 years in the service.

Mr. Labelle.—Assistant ash man; works between East and West Block; judging, about 6 years in the service.

OTTAWA, ONT., Sept. 3, 1907.

STATEMENT OF THE EAST BLOCK GOVERNMENT HEATING STAFF.

The East Block Heating Staff has not had an increase of wages for nineteen years back, till a year ago. Then they got an increase of $2, which makes it $50 per month at present. Nineteen years ago the wages were $48 per month. For several years previous to that date the men had $45.62 and the liberty of disposing of the ashes; that gave them the revenue of a few dollars, which, in addition to their pay, made it about $48 per month.

All agree that the present rate of wages, $50 per month, is not sufficient to meet the necessities and household requirements of living in the city of Ottawa at present, as the cost of living generally has advanced in price to enormous extent. Many of the staff find it very hard to make ends meet from month to month and live half way as a citizen. Actually it is about all we can do. Many charitable demands we should help that we have to shut the door on.

There is no difference in our salaries as to compare with our different positions and duties. The man in charge of the steam plant and building don't get any more salary than his regular assistant, and has a great deal more work and responsibilities to contend with. It is worth more money for the difference.

Some of us have to put in service in building or plant, nearly all the days in the year. We get a few holidays in the year, but we get them through overtime, should we have to work it, and on these conditions only.

On these holidays many of us have to try and earn a little more money, and by so doing it is an injustice to outside labour.

We have many grievances in our places of services in poor equipped plants, in the ways of construction, that are an injury to our health, besides the cost of doctor's bills and medicine. All the members of the staff desire to leave the scaling or raising wages to the good judgment of the Commissioners, and hope that their decision won't be changed like it has been in other influential cases by under influential parties.

Respectfully,

(Signed) THOMAS WHALEN,

Steam Engineer, East Block.

OTTAWA, September 4, 1907.

Mr. WILLIAM HILL, Fireman in charge of the Supreme Court building, called, sworn and examined.

By the Chairman:

Q. You, Mr. Hill, are in charge of the Supreme Court Building plant?—A. Yes.

Q. Are there any other men besides yourself employed there?—A. There is one man besides myself.

Q. And there is one man besides yourself?—A. Yes, sir.

Q. And how many boilers have you to look after?—A. Just one large boiler.

Q. How long have you been there?—A. I have been there since 1891 and my assistant has been there nine years.

Q. You had a predecessor, of course, the Supreme Court has been in existence since 1877?—A. Yes, sir. To expedite matters I have prepared a statement in which I mention my predecessors and give the history of the plant from the time of its inauguration down to the present day.

(Document put in and read.)

By Mr. Fyshe:

Q. You mention in your statement that you have to open up the law library early in the morning for members of the legal profession, that hardly seems to be the work of a fireman; by whose orders do you do that?—A. By the orders of the Registrar.

By the Chairman:

Q. I suppose it is this way that a man like, Mr. Wallace Nesbitt, K.C., we will say comes down from Toronto on the morning train, he has his case coming on early in the morning before the court and he wants to prepare for it; it is necessary for him to have access to the library at an earlier hour than the regular hour for opening, and I suppose this is an arrangement which has been made for the convenience of the legal profession appearing before the court?—A. Those are the facts of the case. I am the only man there, and I received orders from the late Registrar to open up the library whenever required to do so by members of the profession.

Q. Where do you get those figures which you have quoted in your statement?—A. Partly from Toronto and partly from Peterborough.

Q. The wages quoted are those actually paid by manufacturers?—A. Yes, sir, by the manufacturers at those places, and following those figures you will notice I have given the salaries paid in our own city.

Q. These are not the figures fixed by the unions, they are the wages actually paid?—A. No, sir, those are not the wages fixed by the union. I have no connection directly or indirectly with any union.

Q. These are the ordinary current wages paid in free competition?—A. The wages paid in open and free competition by the manufacturers.

Q. You state here that the engineers in charge of the city water works get $79 per month for an eight-hour day?—A. Yes, sir, in the city of Ottawa.

Q. With an increase of $2 per month until $1,000 per annum is reached?—A. Yes.

Q. And it takes about two years to reach that?—A. Yes sir, that is the information I received.

Q. And the oilers at the water works get $50 with the promise of an increase next year, that is they have nothing to do but oil the machinery?—A. Yes, and keep it clean.

Q. And they get $50 per month for that?—A. Yes, sir, for an eight hour day.

Q. And the duties of oilers are not to be compared to those who are exposed to extreme heat when cleaning the fires and have to go out into the cold atmosphere when going home. I have always understood there was quite an amount of skill required in order to be a fireman?—A. Yes, sir, so there is.

Q. That a man who does not know his work will waste a lot of coal and not be able to keep steam up ?—A. He will waste coal and then he cannot obtain the pressure required on his boiler.

By Mr. Bazin :

Q. Will it take very long to learn that ?—A. It depends a great deal on the individual, some men never would become good firemen.

Q. But there is no technicality about it, by the exercise of ordinary intelligence a man can learn to be a competent fireman?—A. No, sir, there is no technicality about it, really, but I have had connection with firemen who after they had followed it three or four years were no better firemen at the end of that period than they were in the first six months. There is a great knack in spreading the fire and making it apply to the general heating surface in order to get the best results from the coal consumed.

By Mr. Fyshe :

Q. Is there any one to check you to see that you are doing your work properly? —A. No, sir, I am in full charge of the building.

Q. You are confident that you are doing what is right?—A. Yes, sir, I am.

Q. You are not doing fireman's work now are you ?—A. I am, during the term of cold weather.

Q. I should think you are almost too old for that kind of work now. How old are you?—A. Over seventy.

Q. You surely cannot do fireman's work?—A. I do it, sir—a willing mind can do a great deal, you know.

Q. It is the willing body more than the willing mind I think is necessary?—A. I think I can say I do it to the satisfaction of those with whom I am connected officially ; I have the six judges of the Supreme Court ; I have all the officials connected with the clerical staff ; I have the judge of the Exchequer Court and all his assistants to satisfy, and I fail to find that there has been any complaint so that I always think I am doing pretty well.

By the Chairman :

Q. You went in in 1891?—A. Yes.

Q. What was your occupation before that ?—A. I was working in an engine shop for several years before that ; you will probably know the gentleman for whom I worked, Mr. Bailey.

Q. Mr. Bailey, the locksmith?—A. Yes, I served my time as an apprentice in a machine shop in the city of Ottawa.

Q. How did you come into the service; who got you the appointment?—A. Mr. Fuller, the late architect.

Q. He found you out by getting locksmith's work and other work done through Mr. Bailey, and he saw that you were a good man and got you in ?—A. I do not know any thing about the 'good man' but he knew me very well.

Q. At all events you did not come in through politics?—A. No, sir, I made application for the position when they built that extension to the building. I knew Mr.

Fuller very well and was intimate with him, he asked me to put in an application to the Minister of Public Works, and I told him I did not know the Minister and did not know anything about it, and he replied, 'You will have to put it in anyway.' However, I went into the messenger's room, wrote out my application and gave it to the messenger to send it in to the Minister. I never saw the Minister to my knowledge, and did not know him then.

Q. What time was this?—A. In October, 1891. Mr. Fuller sent for me on the second day after that and told me to go to work.

By Mr. Fyshe:

Q. You ought to be thinking of superannuation?—A. I cannot get it. I would be very pleased to have superannuation if it were obtainable, but the trouble is I could work away as long as I am able to perform the duties but no superannuation will come to me. It does not apply to a man in my position.

By the Chairman:

Q. What did you get when you entered the service?—A. $48 per month.

Q. You have risen from $48 to $55?—A. Yes.

By Mr. Fyshe:

Q. Have you any one dependent on you?—A. Only my wife just now. I have children, but they are all doing for themselves now, they are married.

By the Chairman:

Q. Yours is the most complete memorial we have had presented to us yet Mr. Hill. We are desirous of obtaining information as to the wages paid elsewhere, and you have furnished us with that information?—A. I might just say, Mr. Chairman, that as far as my individuality is concerned I worked on this building for the contractors, Haycock and Jones, and I worked for Mr. McGreevy and for Mr. Midford, and I assisted to complete the parliamentary library by running the steam engine for Mr. Farquhar and Manning, of Toronto. I hold my engineer's qualification papers. I do not come here pretending to be what I am not.

Q. Then, as I suggested just now, you were well known to the staff of the Public Works Department before you came in?—A. Yes, sir, I executed some work years ago for Mr. Fuller and also for Mr. Scott during my service for Mr. Bailey some very important work.

Q. Have you anything else you would like to say?—A. No sir, I leave my case in the hands of your honourable body to deal with as you think right.

Q. How long have you lived in Ottawa now?—A. Over fifty years.

Q. You do not know anything about what the Allan's and the Canadian Pacific Railway pay their firemen on the steamers do you?—A. I do not.

Q. Do you know what the railway people pay for their firemen and engineers on their lines?—A. I know that engineers with whom I am particularly acquainted make from $85 to $120 per month.

Q. Do they get paid by the mileage they go or how?—A. I do not know how they reckon it but I know they make that, and a fireman makes from $75 to $80 per month, I know that from relatives of my own who are engaged on the Canadian Pacific Railway line. I also notice that the Canadian Pacific Railway has recommended an increase of 6 per cent during the last few days.

Q. Do you go back in the evenings?—A. Yes, sir. There are only two of us employed there, and my assistant takes the night shift in the winter time which is not so laborious as in the day time. I do my own firing in the day time, I have to regulate the temperature of the offices in the building, I am subject to the call of the judges and the officials. So it is not at all what is called a picnic no matter from what

point you view the matter. Our court will open on the first of October and from that time on we are compelled to have heat on in the building; sometimes we can only carry heat for half a day and then we will have to shut down the steam, but we have to be on the alert continually.

By Mr. Fyshe:

Q. You cannot let the fires out altogether?—A. No sir, but we have to be on the alert and attend to the ventilation in the chamber and leaving it all in the hands of one man I find it is quite a job to attend to. The compensation for the labour is I think altogether inadequate and not at all reasonable compared with the increase of wages throughout the Dominion generally. A steamfitter's helper gets the same money as I do and he has no responsibility; the steamfitter's helper has no responsibility, he is not in charge of anything, he simply does what he is told by somebody, and he only works nine hours a day and gets off at one o'clock on Saturday. I have during the winter months, under an arrangement with the old Registrar to come every Sunday and go over this building.

By the Chairman:

Q. Does the present Registrar, Mr. Cameron, think that advisable still, have you talked to him about it?—A. I have never said anything to him with regard to that. He treats me with the greatest courtesy and I try to do my duty with the greatest efficiency I can. I may say that Mr. Cameron exacts from me a great many things that probably I might object to do.

Q. But you and he work together?—A. Oh, certainly, he and I work together.

Q. How old do you say you are now?—A. I am over seventy.

Q. Then you were over fifty when you came into the public service?—A. Yes.

Q. And you knew when you came into the service there was no prospect of superannuation for you?—A. Yes, I knew that very well.

Q. And you came in with your eyes open?—A. I did, sir, but I knew that if I remained where I was there was no superannuation there either.

Q. I do not want to intrude into your private affairs, but were your circumstances bettered by coming into the service of the government?—A. I might have got on as well outside had I travelled, but I am a man very fond of my own home and I could, if you desire me to do so, explain in a very few words why I severed my connection with Mr. Bailey.

Q. Never mind about that?—A. It might not be a pleasant story but it was a friendly separation.

Q. Never mind about that, anyway you thought it better to come into the public service?—A. There was an opening in the service that would suit my physical capacity better than that with Mr. Bailey, I asked for and obtained that position.

Witness retired.

To the Royal Parliamentary Commission:—

Mr. CHAIRMAN AND GENTLEMEN,—At a meeting of Engineers and Firemen of the Parliamentary department and other buildings in the City of Ottawa, held on the twenty-fourth of August last, delegates were appointed to represent the engineers and firemen employed by the Government in the different buildings, to appear before your Honourable Commission to solicit your support and recommendations for an increase in salary.

Being appointed to represent the heating staff at the Supreme and Exchequer Courts permit me to submit for your perusal a statement of how work is done in that building.

There are two men employed on the heating staff—one on the day shift and one on the night shift. We work seven days a week of eleven and one half hours per day for six months and sixty hours per week for the remaining six months of the year. There are also special duties attached to the work in delivering and receiving parcels per express and also to attend to opening the library for the accommodation of those having cases in court. This work is necessary before the arrival of the Librarian or messengers, and this duty devolves on the engineer in charge.

I have been in charge as engineer of heating the Supreme Court as successor to David Long, deceased, and performing duties of engineer and caretaker since October 1891, for performing the work herein stated—besides many other calls on my services. I receive the small salary of fifty-five dollars per month and with the very large and valuable library, and being responsible for the fire apparatus and its condition, it is a small salary compared with the responsibility.

My assistant has been about nine years employed and only had forty-eight dollars until two years ago. He only gets fifty dollars per month now.

On the statement herewith submitted we claim that we are justly entitled to an increase in salary, as we see no reason why we should not receive remuneration for the long hours, and receive the same consideration as the men employed in the same capacity on shorter hours. Hoping for better to come, we will wait with patience the recommendations of your Honourable Body and I herewith beg to submit a schedule of wages scale:—

SCALE OF WAGES OF ENGINEERS AND FIREMEN.

—	Per diem.	Hours.
	$ cts.	
Engineers in general in charge	3 50	8
First assistant engineers	3 00	8
Second assistant	2 75	8
Foreman of firemen	3 00	8
Firemen	2 50	8
Coal passers	2 00	8

CITY WATERWORKS PUMP HOUSE.

Engineers in charge on 8 hours shift, per month, $79 with $2 increase per month till $1,000 per annum is reached and also pay for over time.

Oilers on water works get $50 with promise of increase next year. The duties of oilers is not to be compared to firemen who are exposed to extreme heat cleaning their fires and exposure to extreme cold after their day's work on their journey home. Firing is a trade. A competent fireman often makes a competent engineer.

I might enlarge upon some of the questions involved. We submit our case for your consideration, hoping that it may meet with your approval.

All of which is respectfully submitted,

(Signed) WILLIAM HILL,

Delegate Engineer in charge of Supreme and Exchequer Courts.

MONTREAL, September 12, 1907.

MR. C. DESJARDINS, Clerk of the Public Works Department, Montreal, called, sworn and examined.

By the Chairman:

Q. Mr. Desjardins, you are in the Public Works Department in Montreal ?—A. I am chief clerk for the Public Works Department of the city of Montreal.

Q. And you have jurisdiction over all these elevator men?—A. Yes, they are all under my control, I pay them.

Q. How many men are there employed in the Public Works Department here ?—A. There are fifty-seven scattered about on the elevators and through the building.

Q. Have you an office here?—A. Yes.

Q. Have you an assistant?—A. No.

Q. Do you do the correspondence of the Department ?—A. Yes.

Q. Do you pay all these men?—A. Yes, I make out the pay list and the cheque comes down from Ottawa.

Q. What is your salary ?—A. $90 per month.

Q. How long have you been in the service ?—A. Since eleven years.

Q. What did you begin at ?—A. The same as to-day.

Q. What do they pay the elevator man here?—A. $50 per month.

Q. What do they pay a caretaker?—A. $50 per month.

Q. They are simply paid a monthly salary ?—A. Some are paid by the day and some are paid by the month.

Q. There is no pension system attached ?—A. No.

Q. There is no fixity of tenure, they are paid by the month or the day?—A. No fixity.

Q. Your desire I presume is to become members of the Public Service ?—A. Yes, we would like to become the same as every public servant.

Q. And secondly you would like to enjoy the benefits of any pension system?—A. Yes, that is what we would like. The men on this staff are all scattered over the different Government buildings in the city of Montreal and they look after the keep and the repair of the Montreal buildings.

Q. What do the corporation labourers get in the city of Montreal ?—A. From $1.75 per day to $2 per day.

Q. And you men get $50 per month only ?—A. Yes.

Q. And those men that are paid by the day what wages are they given ?—A. $1.50.

Q. I see that the men employed down here in the lobby want their salary increased from $60 to $75 per month ?—A. These are the policemen.

Q. Some of these men who are caretakers have quarters besides their salary I presume. Do they live in the buildings ?—A. Yes.

Q. That is worth something to them?—A. Yes.

Q. Of course, when you say the caretakers have quarters in the Public Buildings, how many of the fifty-seven have quarters ?—A. There is one in the Customs House and one in the Post Office, only two altogether.

Q. What is the distinction between the men who are paid by the month and the men who are paid by the day ?—A. Well, the men who are paid by the day are temporary.

Q. Practically they have been a long time in the service have they not, some of them have been there for years haven't they ?—A. Yes.

Q. How have they been appointed ?—A. A part of them by the influence of politics.

Q. How many buildings are there here in Montreal under the Public Works Department?—A. There are about one dozen places.

Q. Have you any workshops here?—A. Two at the Custom House and at the Post Office.

Q. When any repairs are wanted at the Post Office at St. Henri how do they manage that, for instance ?—A. It is given by contract, but if the repairs are only slight I send one of the employees.

Q. How do you know that there is need for repairs ?—A. Application is made that a certain thing is wanted and I send one of the men to look at it.

Q. There is a memorial here from you men, how many are there of you employed ? —A. At the Montreal Post Office for cleaning there are only two charwomen, and there are eight men.

Q. How long are the charwomen employed during the day ?—A. They come at 4 o'clock in the afternoon and work up until 9 o'clock at night.

Q. They get 75 cents per day ?—A. Yes.

Q. It is the old question, you do not think you are paid enough?—A. Yes, sir

(Memorial of the employees of the Public Works Department, City of Montreal, regd.)

Witness retired.

PUBLIC WORKS DEPT.,
MONTREAL POST OFFICE, Sept. 11, 1907.

To the Civil Service Commission sitting at Montreal :—

GENTLEMEN,—We the undersigned employees of the Public Works Department in the City of Montreal, would also respectfully petition the government to establish and grant us a system of superannuation, or an old age pension fund, and that the time that we have served in the past as employees in the department be reckoned in computing our period of service.

Trusting that your Commission will do all in its power to provide us with a pension, we have the honour to be,

Your humble servants.

Signed :—

C. DESJARDINS,
J. T. MURPHY,
L. D. THIBAULT,
I. TRUDEAU,
ALP. BOURASSA,
CAMILLE VADEBORCOUR,
OSCAR RENAUD,
LOUIS BRAULT,
F. H. LEFEBVRE,
A. LANGEVIN,
NARCISSE BISSONNETTTE,
LOUIS AUBEC,
FRONCE NADON,
ADOLP. DESJARDINS,
J. B. DESJARDINS,
SAMUEL LANCTOT,
H. VALIQUETTE,
JOS. GAGNIER,
M. BOYER,
A. MUTTALL,
JOS. LANGEVIN,
JOS. FORGNES,
P. PRUDHOMME,
M. FITZGERALD,
G. LABELLE,
S. McGREGOR,
JAMES NEVEILLE,
H. MARCHAND,
A. DROUIN,
R. BARTHE,
T. T. GREEN,
ARTHUR FORGET,
ODE LADUEANTAYE,
JOS. DUBISAC,
O, DROUIN,
O. BERTHIAUME,
L. ST. JEAN,
B. LAJEUNESSE,
C. DANDELIN,
GEO. FLANAGAN,
E. LANCTOT,
N. LESIEUR,
D. DUBRISAC,
ANTO. CHENIER,
Q. PAGE,
C. ROCHON,
E. BEAUDETTE,
J. MURPHY,
J. McCLANAGHAN,
G. ROBERT,
C. GIRARD,

Aux membres de la Commission du Service Civil, siégeant à Montréal ce 11 *septembre* 1907.

Nous, soussignés, employés à conduire les ascenseurs dont le public se sert à l'hôtel des Postes de Montréal, de 7.30 hrs. A.M., à 7.00 hrs. P.M., demandons respectueusement que notre salaire soit augmenté pour les raisons suivantes, a savoir:—

Notre salaire actuel est le même que celui d'il y a 14 ans, alors que ces ascenseurs furent mis en opération.

Notre ouvrage a pris de telles proportions et continue tellement à grandir sans cesse que nous n'avons pas une seule minute de repos du commencement à la fin de la journée.

Une différence marquée a toujours existé entre le salaire de ceux dirigeant les ascenseurs à l'usage du public et celui des personnes occupées sur les ascenseurs destinés au bagage.

Cette différence a toujours été à notre avantage.

Ces derniers, toutefois, ont, il y a deux ans, reçu une augmentation de salaire qui les met sur le même pied que nous.

Depuis un certain nombre d'années, le coût de la vie est devenu, ainsi qu'il est à votre connaissance personnelle, lourd et excessif.

Le Gouvernement reconnaît, sans doute la chose, que M. Fitzgerald, nommé tout récemment aux mêmes fonctions que les nôtres, à l'entrepôt des douanes à Montréal, s'est vu accorder un salaire de $60.00 par mois, ce qui représente une différence en plus de $120.00 par année, par rapport à nous.

Pourquoi, vu ces raisons, nous demandons humblement que notre salaire soit augmenté de 25 per cent.

Montréal, 11 septembre 1907.

Signed :—

OSCAR RENAUD, *Pas elevator.*
LOUIS BRAULT, *Pas elevator,*
ARTHUR FORGET, *Pas elevator,*
O. DE LADURANTAYE, *Baggage et Passenger.*

A messieurs les membres de la Commission du Service Civil, siégeant à Montréal ce 11 *septembre* 1907 :—

Je, soussigné, expose respectueusement :—

Que je suis employé comme menuisier à l'Hôtel des Postes de Montreal depuis huit années.

Que je suis obligé de fournir moi-même tous les outils nécessaires à mon travail.

Que je suis le seul menuisier à l'hotel des Postes relevant du département des Travaux publics.

Que mon salaire a toujours été et est encore de $1.75 par jour.

Que, vu le coût actuel de la vie et le prix beaucoup supérieur payé en dehors aux gens de mon métier, ce salaire est beaucoup trop minime.

Qu'une augmentation, en conséquence, de 25 per cent ne serait que juste et raisonnable.

Pourquoi, je vous prie de vouloir bien prendre en considération et recommander au Gouvernement l'augmentation qui, vu les raisons ci-dessus, semble s'imposer.

Montréal, 11 septembre 1907.

ANT. CHENIER.

SESSIONAL PAPER No. 29a

A messieurs les membres de la Commission du Service Civil, siégeant maintenant à Montreal, ce onze septembre 1907.

Je, soussigné, expose par les présentes : —

Que la responsabilité attachée, aujourd'hui, à mes charges devient de plus en plus lourde, que les affaires du bureau du Gouvernement augmentent vu qu'il me faut être au service de plusieurs ministres lorsqu'autrefois je n'en avais qu'un d'attitré, et de plus qu'il me faut faire acte de présence souvent dans la soirée.

Que le coût de la vie ayant doublé, j'espère que vous serez assez généreux pour au moins m'accorder une augmentation qui me semble être bien méritée.

Votre dévoué serviteur,

JOS. DUTRISAC,

Messager, bureau du Gouvernement, hôtel des Postes.

Aux membres de la Commission du service civil siégeant à Montréal ce 11 septembre 1907:

Nous, soussignés, employés à conduire l'ascenseur pour les malles du bureau de poste de Montréal de 5 heures du matin à 8 heures, et de midi à 5 heures du soir pour un employé, et pour l'autre, de 5 heures du soir à minuit.

Nous demandons respectueusement que notre salaire soit augmenté, à savoir, parce que nos heures sont en partie de nuit et que nous travaillons les dimanches et les fêtes civiles comme religieuses sans interruption et de plus nous déchargeons les malles qui passent toutes par l'élévateur.

Il y a deux ans par le département nous avons été mis sur le même pied que les conducteurs des ascenseurs des passagers.

Vous remarquerez, messieurs, que pendant 10 ans, nous avons travaillé pour $1.25 par jour et trois ans à $1.50.

Il nous semble bien raisonnable de vouloir bien vous demander aussi la coutume tel que les conducteurs des passagers, puisque ceux-là n'ont en quelque sorte ni travail de nuit ni travail de dimanche et fêtes, l'ouvrage que nous faisons étant par conséquent plus dur par le travail que nous faisons. En sus, depuis un certain nombre d'années, le coût de la vie est devenu, ainsi qu'il est à votre connaissance personnelle, lourd et excessif.

Le département des Travaux publics sait si bien la chose que les mêmes nominations que la nôtre faite récemment aux entrepôts des douanes à Montréal, l'employé s'est vu accorder un salaire de $60 par mois, ce qui représente une différence avec nous de $10 par mois de plus.

Vu que toutes ces raisons que nous croyons plausibles, nous demandons humblement que notre salaire soit augmenté de 25 pour 100.

MONTRÉAL, ce 11 septembre 1907.

(Signé) CAMILLE VADEBONCŒUR,
" ALF. BOURASSA.

A messieurs les membres de la Commission du service civil, siégeant à Montréal ce 11 septembre 1907.

L'humble requête du soussigné expose respectueusement:—

Que depuis au delà de cinq années il est gardien de l'hôtel des postes de Montréal.

Que la responsabilité attachée à sa charge est devenue d'autant plus grave et plus lourde que les affaires dans chaque département ont augmenté à un degré étonnant et que le nombre des employés s'est accru dans des proportions considérables.

Que, vû la nature de ses fonctions, il est occupé tout le jour et souvent la nuit.

Que, de plus et pour la même cause, ayant à rencontrer à toute minute et le haut public, et les chefs de départements, et les ministres, il lui faut observer dans les habits et la toilette un décorum qui exige une partie appréciable de ses gages.

Que le coût de la vie étant aujourd'hui plus élevé de 50 pour 100, si on le compare à celui d'il y a dix ans, un salaire de $50 ne lui permet point de faire face à toutes les dépenses nécessaires de l'existence.

Qu'il s'ensuit que ce salaire devrait être augmenté d'au moins 25 pour 100.

Qu'il occupe cet emploi depuis sept ans.

Qu'en conséquence, il demande cette augmentation.

Pourquoi, il vous prie de daigner reconnaître le bien-fondé de sa requête et présenter au Gouvernement fédéral un rapport de même qu'une recommandation à cet effet.

Et ferez justice.

MONTRÉAL, 11 septembre 1907.

(Signé) I. TRUDEAU,
Gardien de l'hôtel des postes de Montréal.

Le soussigné prie respectueusement les membres de la Commission du Service civil, siégeant à Montréal, de bien vouloir prendre note des considérations suivantes, à savoir:—

Qu'il est employé comme gardien de nuit à l'hôtel des postes de Montréal.

Que son salaire n'a jamais été augmenté et qu'il a toujours été et est encore de $50 par mois.

Que, d'un autre côté, le coût de l'existence et les dépenses que nécessite le maintien d'une famille se sont accrues d'une façon extraordinaire.

Que son travail représente 365 nuits par année, attendu que, à l'encontre des autres employés, qui, eux, ont le bénéfice des dimanches et des fêtes légales, lui n'a pas de congé.

Que, surtout et principalement, $50 par mois ne lui permettent point, vû la cherté de toutes choses de pourvoir à ses besoins.

Puis, recommander au Gouvernement fédéral que ses gages soient augmentés de 25 pour 100, semblable augmentation devant, il lui semble, paraître dans les circonstances juste, raisonnable et même nécessaire.

MONTRÉAL, 11 septembre 1907.

(Signé) C. BERTHIAUME.

A messieurs les membres de la Commission du service civil, siégeant à Montréal ce 11 septembre 1907.

Nous, soussignés, employés à l'entreiten de l'hôtel des postes de Montréal, sollicitons une augmentation de salaire pour les raisons suivantes, à savoir:—

Le coût de la vie s'étant accru de 50 pour 100 depuis dix ans, le salaire actuel de $1.50 par jour est de beaucoup insuffisant pour le maintien d'une famille.

Les corporations municipales ainsi que les entrepreneurs en général paient leurs employés de $1.75 à $2 par jour.

En outre, nous demandons bien respectueusement que, à l'égal des autres personnes employées par le département des Travaux publics à l'entretien des autres bureaux du Gouvernement fédéral à Montréal, notre salaire a pour base le mois et non le jour; enfin que ce salaire soit fixé à pas moins de $50 par mois.

Espérant que notre demande et nos raisons seront prises en sérieuse considération. Nous nous souscrivons,

Vos humbles et dévoués serviteurs,

D. DUTUSAC,
W. PAGE,
O. ROCHON,
L. AUBE,
N. BISSONNETTE,
A. LESIEUR,
E. BEAUDETTE,
P. ROY.

MONTRÉAL, 11 septembre 1907.

MONTREAL, September 10, 1907.

› the Civil Service Commission.

GENTLEMEN,—We the undersigned charwomen and cleaners employed by the ıblic Works Dept. would humbly petition for an increase of wages on account of e great increase in the cost of living here in Montreal. We are now receiving seventy-'e cents per day, and would ask that the Dept. give us $1.25 per day.

One of us has been working as charwoman for nineteen years and the other for ›out ten years in the post office building.

Hoping that our application will meet with your favourable consideration, we ıain, sir,

Your humble servants,

(Signed) MDM. R D. ROYER,
MDM. R. CROCHETIERE.

MONTREAL, September 11, 1907.

o *the Chairman and Members of the Civil Service Committee.*

GENTLEMEN,—We the undersigned, employees in the Public Works Department as ıardians in the lobby of the post office, respectfully beg that you will be good enough ɔ grant us an increase of salary for the following reasons:—

1. During the last five years the cost of living has increased from 75 to 100 per ent and house rent in the same ratio, while wages have remained practically the ame.

Under those conditions it is impossible to live in the City of Montreal at our resent salary.

We therefore respectfully ask your Honourable Body for a salary of sixty-five ›llars ($65.00)per month as this is the lowest amount on which a family can be raised the City of Montreal to-day, even with the greatest economy.

We have the honour to be, gentlemen,

Yours respectfully,

Signed,

J. McCLANAGHAN,
JAMES MURPHY,
G. ROBERT.

MONTREAL, September 12, 1907.

ST. HENRI, September 12, 1907.

To the Royal Commission.

I am writing you a few lines to let you my sight about my employment. I am working 13 hours every night, Sunday included, and I am paid like a single man. I am working since six years at the power house Cote St. Paul, and I am not paid enough for the work I am doing that is 91 hours weekly, and I think if you take my idea on consideration you will found that the Commission (Royal) will find my idea right.

I remain, yours etc.,
(Signed) ALDERIC ROCHON.

MONTREAL, September 12, 1907.

Mr. O. RENAUD, elevator man, City Post Office, Montreal, called, sworn and examined.

By the Chairman :

Q. What have you to say to the Commission, Mr. Renaud ?—A. I wish to submit the case of the elevator men whose day's work is from 7.30 in the morning until 7 at night. There are only three of us and we are paid $50 per month. The fourth one helps us only for one and one half hour per day, the balance of the time is working on freight elevator. The last man appointed on passenger elevator in the examining warehouse is paid $60 for the same work. I counted one day and I took up 2,987 persons in the elevator in six hours. We are running passenger elevators and we do more work in one day than freight elevator men do in two weeks, and we think we have a right to get an increase of 25 per cent over those freight elevator employees.

Q. What salaries do the elevator men get in the banks?—A. I do not know. In any event you cannot compare those men with us because they have not the work to do that we have. Especially on Saturday we are running as hard as we can from the moment we go into the car until we stop and the people are there still waiting. That is why we should have an increase of salary according to the work we do.

Q. What is the difference between the salaries paid for the freight and passenger elevators?—A. None. Two years ago the department put in six freight elevators at the examining warehouse, and they pay $50 per month—the same as ours.

Witness retired.

MONTREAL, September 12, 1907.

Mr. JOSEPH DUTRISAC, messenger, post office building. Montreal, called, sworn and examined.

By the Chairman:

Q. How many messengers are there employed in this building?—A. There are, of course, more than two messengers employed in this building, but two of us are especially appointed to attend the Dominion Government rooms, and I am one of them. I am the chief.

Q. You consider that being the Minister's elevator man and messenger, you have to dress a little bit different to the rest?—A. Certainly. I was before five years with the elevator. I do not now run the elevator any more, but I formerly did for five years before I was called to fill the present position.

Q. And you have to live on a little higher plane than the ordinary?—A. Certainly.

Witness retired.

QUEBEC, Wednesday, September 18, 1907.

The Commission met here this day at 10.30 a.m. at the City Post Office. Present, Hon. S. Courtney (Chairman), Fyshe and Bazin.

Mr. PHILEAS BÉLAND, sworn and examined :—

By the Chairman :

Q. You are clerk of works here ?—A. Yes.
Q. How long have you occupied that position ?—A. About 11 years.
Q. Who gave you the appointment ?—A. Sir Wilfrid Laurier.
Q. How many buildings have you under your control here ?—A. Every building.
Q. The buildings of the Citadel ?—A. Not the buildings at the Citadel except Governor's quarters.
Q. You have not the military buildings ?—A. No.
Q. You have the Customs House, I suppose ?—A. Yes.
Q. And the immigrant buildings ?—A. Yes.
Q. And the immigrant hospital ?—A. Yes.
Q. And the Marine Building on Champlain wharf ?—A. I have not had it for a le of years.
Q. Who looks after that ?—A. I believe the Marine and Fisheries Department iselves.
Q. Then you have this Post office?—A. Yes.
Q. Any other building ?—A. The Observatory, Weights and Measures Building the Culler's office, and then I have some outside of Quebec.
Q. What have you outside of Quebec?—A. Buildings at Grosse Isle. I pass half time there.
Q. Any others ?—A. All the post offices from Quebec to Rimouski, and the post es at St. Sauveur, and St. Roch.

By Mr. Bazin :

Q. Those Post office buildings do not belong to the Government?—A. No, but have to be repaired.

By the Chairman:

Q. What salary do you get?—A. $1,300.
Q. Have you any assistant ?—A. Yes, one assistant and one messenger or fireman.

By Mr. Bazin:

Q. That fireman attends to this building ?—A. Yes, from 9 till 4.

By the Chairman:

Q. When are the repairs generally done—in the winter or summer?—A. All the ound, when they are needed.
Q. What are your office hours ?—A. I have no office hours. The office hours for en are from 9 to 4.
Q. But you are about all the time, I suppose?—A. Yes. The other day I com- ed at 4 o'clock in the morning. When there is work to be done I must do it.
Q. What salary did you get when you were first appointed?—A. About $1,100.

Q. Was your salary increased first to $1,200; or was there any increase between what you first got and what you get now ?—A. It was increased 50 cents a day.

Q. Are you paid so much a day or so much a month ?—A. I am paid by the month at $1,300 a year.

Q. What suggestions have you to make about your work ?—A. I have to make a report to the Department at Ottawa for everything that is to be done.

Q. Then they authorize you to do the work, I suppose ?—A. Yes.

Q. How much do you spend for the Department in a year ?—A. It is not always the same—between $150,000 and $200,000.

Q. Not all on repairs ?—A. No. We also build.

Q. Besides repairs what works are you constructing ?—A. For repairs we have to spend $4,000 or $5,000 a year for each building.

Q. Is that simply for repairs, or does it include the cost of coal or anything else ? —A. No, repairs only.

By Mr. Bazin:

Q. Does it include new heating apparatus, for instance ?—A. Yes, and papering of new partitions.

By the Chairman:

Q. Do the repairs include furniture ?—A. No.

Q. It is simply repairs that you look after ?—A. Yes.

By Mr. Bazin:

Q. What kind of buildings have you put up lately ?—A. We put up the new hospital, and we have put up the new house at the cartridge factory.

Q. Any other new building ?—A. No. We got $30,000 for a post office at St. Roch, but nothing has been done on it yet.

By the Chairman:

Q. Have you any suggestions to make regarding the expenditure—whether too much or too little money is spent ?—A. No, I have nothing to say, because I spend only what I am ordered.

Q. In making these repairs do you go to people named by the Department or do you call for tenders ?—A. That depends. If it is a large work we call for tenders, but if it is a small work we do it by day labour.

Q. Have you many labourers under you ?—A. Not in Quebec.

Q. Is the $4,000 or $5,000 which you spend on each building in repairs paid to people named by the Department ?—A. The Department instructs me to make a report, and I report to Ottawa, and if the Department authorizes me to do the work, I do it.

Q. Do they authorize you to go to certain tradesmen ?—A. No, not the Department. I go to the member in Quebec.

Q. Have you any suggestions to make as to whether there is too much or too little money expended ?—A. No.

Q. Have you any complaints to make about your remuneration ?—A. I have asked for an increase for about two years, but as we have had no Minister I could not get it.

Q. How much increase did you ask ?—A. I did not mention any sum.

Q. What do you think would be a proper increase ?—A. I think my salary should go up to $1,800.

Q. Have you a house of your own ?—A. Yes.

Q. How much has rent increased in Quebec in ten years ?—A. I think about one-third.

Q. How much have provisions increased in Quebec in ten years ?—A. Some have doubled some fifty per cent and some twenty-five per cent.

Q. Taking all together the increase would equal thirty per cent?—A. Not less. Lumber we formerly got for from $10 to $12 a thousand, and now we have to pay $25 or $30 ; that is, lumber for the Government.

Q. How much has cordwood increased in price?—A. From $4.00 to $6.50.

Q. Have you anything else to tell us?—A. No.

QUEBEC, September 18, 1907.

Mr. DAVID P. KENNEDY, sworn and examined :—

By the Chairman :

Q. You appear to be the engineer of the Quebec Examining Warehouse. What salary do they give you for that?—A. $900.

Q. How long have you been there?—A. I went there in February, 1897.

Q. What did you go in at?—A. $700.

Q. And you have had $900 ever since?—A. Yes.

Q. Who appointed you?—A. Mr. Dobell, Sir Charles Fitzpatrick and Sir Alphonse Pelletier. This is my opinion, Mr. Dobell was chiefly instrumental.

Q. Was any one there before you?—A. Yes, Mr. Matthews.

Q. What did he get?—A. The same salary.

Q. What became of Mr. Matthews?—A. He died.

Q. What is your grievance now?—A. After being there for that length of time, it is only natural that I should have an increase. I was offered a similar position outside the Government some time ago, but I did not take it; I thought I would rather remain where I was.

Q. What are your duties?—A. I have charge of three boilers, an engine, an elevator and a heating apparatus. I planned the heating apparatus myself.

Q. Before you came into the service what were you?—A. First, I worked on board ship, and afterwards I was travelling for a cigar house. But I was always interested in mechanics. I planned the heating apparatus, and last summer I made an estimate for it, which went to Ottawa, and it was accepted by the department, and a price was given on it here, and in a short time the apparatus was put in.

Q. Who made the apparatus?—A. Mr. Vezina was the contractor.

Q. You were not trained as an engineer?—A. I went carefully through it as well as I could. I drove a steam winch on board a ship, and I followed the instructions of the correspondence school at Scranton in some respects, and I read considerable in all information that I thought would be useful.

Q. Where is the examining warehouse?—A. In Dalhousie street.

Q. Is it a big warehouse?—A. It is a good size—not quite so large as the one in Montreal. It may be as long.

Q. Is there an elevator in it?—A. Yes.

Q. Do you look after the elevator?—A. I have an assistant. The principal reason why I am here to-day is this. You will see by the Auditor General's Report that I am not given a residence or anything, but simply a salary, while the engineer in Montreal has a residence along with his salary which, I believe, is $1,200. Even in this building, I believe the man whose duty it is to attend to the heating, gets $650 a year and he has besides a residence, with heating and light, which are worth at least $300. The man who lives in the building also saves car fare going to and from his work.

Q. Then it comes to this, that you were appointed nine years ago to the position of engineer in the examining warehouse at $900 a year, and you are getting the same now?—A. Yes.

Q. And you think that in consequence of the change of affairs in the nine years, you ought to have an increase?—A. I think so, considering what others have in the matter of residence.

Q. Is there any one doing the same kind of work outside of the Government in Quebec?—A. I could not personally say, but, as I told you, some time ago the superintendent of the elevator in Quebec asked me to take the position of engineer there.

Q. What would you get for that?—A. He said he would give me about the same. In the winter time a man has to go down there, but he has no heating or anything of that kind to attend to.

Q. Are there many manufactories in Quebec?—A. Yes.

Q. In some of these a man is required to look after the engine?—A. Very likely, wherever steam is used.

Q. Where steam is used in the manufactory at Quebec, what would be the engineer's pay?—A. That I cannot say. I know one who gets $75 or $80 a month.

Q. You do nothing but this engineer's work?—A. I do anything I am required to do.

Q. You have no outside work?—A. No, nor have I made five cents outside of my position since I went there.

Q. All your time is occupied in the Government service?—A. Yes.

Q. You give no time to anything outside?—A. No, except some little things at home.

By Mr. Fyshe:

Q. Are you a married man?—A. Yes.

Q. Have you any children?—A. One.

By the Chairman:

Q. Looking at similar positions elsewhere and at the change in the conditions of life, you think you are not paid enough?—A. I do.

Q. What do you think you ought to be paid?—A. I think I ought to be somewhat compared with the engineer of the examining warehouse at Montreal, who has $1,200 a year and free rental.

Q. What is his name?—A. Murphy.

Q. He cares for more than the examining warehouse; he has the general superintendence of the Custom House, the drill hall, the examining warehouse and the immigration building?—A. He is the only engineer in Montreal; I am the only engineer in Quebec. If Mr. Beland tells me to go to a certain place and look after it, I have to do that.

Q. But your work chiefly is that of engineer in the examining warehouse?—A. Yes, but the man before me was doing the same work as Mr. Murphy in Montreal.

Q. Have you to attend any other buildings besides the examining warehouse?—A. Not as yet, but if Mr. Beland calls for me, I have to go.

Q. In this building what does Mr. Cooper do?—A. He is the fireman.

Q. Are not his duties practically the same as yours?—A. No. Mine are for steam engineering, which requires a certificate.

Q. You think you should be put in a similar position to that of Mr. Murphy in Montreal, who is the engineer in charge of all the buildings there?—A. At least I would be satisfied with $200 of an increase.

Q. You think you should get at least $1,100 a year?—A. I would like to get it. I would like to say one word with regard to my fireman. He is in the same position that I am in, in not having a residence. His name is J. G. McLaughlin.

By Mr. Bazin:

Q. Has he been long in the service?—A. No. He replaced his brother last year. His brother left, and he took his place. He would like to get an increase too, because

he does not live in the building, and in winter he is sometimes called very early to attend to the fires. Men who live in the building they have to attend to only have to turn out of their beds to attend to the heating. Steam heating is different from hot water. It is necessary for a man to have a certificate to attend to steam. The law of Quebec requires it.

By the Chairman:

Q. What does the fireman get now?—A. $640, I think.

Q. What do you think he should get?—A. $100 more. He attends to the fires for three boilers. Whatever the Commission may think proper will be satisfactory to both. In my own building I have my own boiler to attend to. The boilers are old, and of course old boilers require more attention than new ones.

By Mr. Bazin:

Q. Have you any other help?—A. No. My assistant and myself work all the year round, though the heating is done principally in the winter time. I am the only steam engineer in Quebec connected with the public buildings.

By the Chairman:

Q. Is it not obligatory to have the boilers inspected every year?—A. They are inspected by an insurance company. Men employed by the Public Works Department also inspect them, I think, twice a year. The boilers were found to be in splendid condition, which shows that they receive care.

Q. When you said they were old, I thought they might become dangerous?—A. No, not yet, although they are perhaps twenty-five years old; but there is nothing wrong with tubes. I think any one who attends to apparatus in that manner should receive some increase.

QUEBEC, September 19, 1907.

Mr. A. DECARY, sworn and examined :—

As the answers to the questions put to Mr. DeCary were in some cases considerably modified by the witness, the commissioners have deemed it proper to have the original answers in certain cases printed as well as the revised evidence.

By the Chairman:

Q. You are one of the resident engineers here ?—A. Yes.

Q. You are one of the engineers attached to the Quebec district or the Quebec office ?—A. I am in charge of the Quebec District.

Q. Is not Mr. Breen?—A. He resides in the city of Quebec, but he has nothing to do with Quebec or my office.

Q. Mr. Breen is charged to this office?—A. Yes, you will find some people charged to this office who do not belong to this office.

Q. You are employed all the year round ?—A. Yes sir.

Q. How many of a staff have you in your office:—A. Five: Mr. A. G. Sabourin, Assistant Engineer; Mr. R. Prevost, Assistant Engineer; Mr. F. D. Gauvin, draughtsman; Mrs. C. V. Frechette, secretary; Mr. Jos. D. Villeneuve, clerk and messenger. This is my staff.

Q. How long have you been in the service?—A. Since 1899.

Q. Have you always been in this office ?—A. No. When I entered into the service of the Department of Public Works of Canada, I worked in the Ottawa offices; then I was sent on outdoor work in the province of Ontario; then worked on the hydrographic survey of the river St. Lawrence. On July 1, 1904, I was transferred to the Department of Marine and Fisheries, with the staff of the Hydrographic Surveys. In the first days of January, 1905, I resigned my position in the Department of Marine and Fisheries, and a few days after I was engaged by the Department of Public Works of Canada as Engineer in charge of the Quebec District.

Q. Where did you study engineering ?—A. At Laval University in Montreal.

Q. Did you get a diploma in engineering there ?—A. Yes.

Q. How old are you now ?—A. Thirty-two.

Q. You entered the service in 1899 ; that is eight years ago ?—A. Yes.

Q. That was your first service after you graduated ; one year after ?—A. I was practising engineering in Montreal some years before.

Q. What was your first salary ?—A. I started in the Department at $2.50 a day. Then I was paid $3 a day for about three months after my entry into the Department. From then until 1905 I did not receive an increase. Then, when I took charge of this district I got a salary of $1,800. (This is the answer given at the time of examination.) Revised answer : When I was first engaged by the Department of Public Works of Canada, my engagement was this: $2.50 per day and living expenses for the first three months as a trial ; then $3 per day and living expenses. This made my salary $1,095 or practically $1,100 per year and living expenses. My living expenses paid by the Department amounted from $500 to $600 per year, thus making my initial salary about $1,650 per year. During the whole period of my first engagement until my resignation in January, 1905, my salary was not increased. In January, 1905, when I obtained a new engagement in the Department of Public Works of Canada as Engineer in charge of the Quebec district, my salary was fixed at $1,800 per year without living expenses, with the promise of receiving $2,000 six months after my appointment. This promise was not made good.

Q. That is they jumped you from a salary of $1,000 to a salary of $1,800 ? —A. Yes, but they jumped me from an inferior position. Revised answer: No. I was engaged for a period of five years as Assistant Engineer at a fixed salary of $1,100, plus living expenditures, averaging $550 yearly forming a total salary of $1,650 yearly, without any increase until I resigned. Then afterwards, I was re-engaged as Engineer in charge of the Quebec District (a much more important and responsible position than at first) at a salary of $1,800 per annum without living expenses.

Q. Since then, your salary has been increased ?—A. In the fiscal year 1906-7, I received $1,900, and in the present fiscal year 1907-8, I am receiving $2,000.

Q. In the eight years, you have gone from $2.50 a day, which you received just after you left the university, to $2,000 a year ?—Answer at time of examination :—Yes. But you must consider that the man replaced here was receiving $2,500—but I do not want to make comparisons. Revised answer :—No. It cannot be taken that way ; as I have said before, there are two different engagements to two completely different positions with two different salaries.

Q. What are the duties of your office as resident engineer ?—A. I have the complete charge and superintendence of all works and the absolute responsibility of all money expended for engineering works by the Department of Public Works of Canada in the district of Quebec.

Q. Is Mr. Breen in the employ of the Public Works Department ?—A. Yes.

Q. What are his duties ?—A. I do not know ; he has nothing to do with me.

Q. Your duties are to draw plans and attend to all the works of the Public Works Department in the district of Quebec ?—A. Yes.

Q. If Mr. Breen is also an officer of the Public Works Department resident in Quebec, must not he be in contact with you somehow or other ?—A. No. He might have some work outside of this district and live in Quebec.

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Q. What is the extent of your district ?—A. From Batiscan to the Saguenay river.
Q. Then it is quite possible that Mr. Breen might have work at Matane or Gaspé? Yes.
Q. Below the Saguenay river, on the south shore, the Department has other offi- ? —A. Yes.
Q. Where is your office ?—A. In this building.
Q. Are all your employees in this building ?—A. Yes sir.
Q. Do you do the dry dock work and the clerical work ?—A. There is no engin- ing work going on at the dry dock ; there is only the docking of steamers, and is done by the dock master. The Citadel work is done by the Department of tia and Defence.
Q. What is the limitation of your duties ?—A. My duties are : To direct and rintend the construction and repairs of wharfs, piers, breakwaters, dams, weirs, : and beach protection works ; the improvement of harbours and rivers by dredg- ; the hydrographic and topographical surveys and examinations which are required the preparation of plans, reports, quantities and estimates; the preparation of s, specifications, quantities and estimates for all the above mentioned works ; the rol and absolute responsibility of the expenditure of all moneys voted for all these :s in my district.
Q. Have you anything to do with the plans for the Citadel?—A. No. This igs to the Department of Militia and Defence.
Q. If this building was to be enlarged, would you have anything to do with that ? No, unless I received special instructions to that effect, as it has happened e. This belongs to the Chief Architect's branch.
Q. Then you have nothing to do with buildings?—A. I have nothing to do with lings like the post office or customs house; but I have to do with the buildings he wharfs, storage and warehouse buildings.
Q. Then your work has nothing to do with the buildings in Quebec?—A. No, ot such buildings as I have mentioned before.
Q. Or the harbour of Quebec ?—A. I have nothing to do with that part that is r control of the Quebec Harbour Commission, but I have to do with the wharfs ie harbour of Quebec under the control of the Department of Public Works, as the Customs House wharf for instance.
Q. Or the dry dock at Quebec ?—A. No.
Q. From Batiscan to the Saguenay river on the north side, and Riviere du Loup ie south side of the river, you look after the construction of wharfs and dredg- —A. Yes, and all other works as I have mentioned before.
Q. What dredging is there?—A. There is always some going on somewhere.
Q. I thought the dredging was above Batiscan?—A. That is for the ship channel.
Q. You have nothing to do with that?—A. No, that belongs to the Department arine and Fisheries.
Q. What dredging have you to do ?—A. Harbour dredging, river improvement ings and in general all dredgings except that of the ship channel of the river awrence.
Q. Then it comes to this, that the chief work your office has to attend to, is the ruction and maintenance and extension and repairs of wharfs and piers?—A. and all such other works as I have mentioned before.
Q. You are now getting $2,000 a year, and ten years ago you began at $912.50 ?— er at time of examination, yes. Revised answer : I began at $1,100 per year my living expenses, thus making my initial salary $1,650 per year without any ase during the period of my first engagement. I resigned in January, 1905, and ly after, I was re-engaged in a different and superior position at a salary of 0 per year without living expenses, with the promise of receiving $2,000 six hs after. My salary was put at $2,000 two years and three months after my id engagement.

Q. You think you should be paid the same rate of pay as your predecessor?—A. My predecessor was paid $2,500 per year. An Order in Council was passed two years ago fixing the salaries of all the district engineers at a minimum of $2,000, with an increase annually of $100 up to $2,700, and I received only $1,900 after that.

Q. You get the minimum now?—A. Yes, a year after the Order in Council was passed, I was paid $2,000 per year.

Q. Under the Order in Council, and the regulations, you would get $2,700?—A. Yes, but in seven years from now, and if the cost of living continues to increase in the same proportion as it is now, that sum will be even worse then, than the minimum of $2,000 is to-day.

Q. That is, in seventeen years after you went into the service, your salary would be increased from $900 to $2,700?—Answer at time of examination, yes. Revised answer: It cannot be taken that way. I entered the service in 1890 at a salary amounting to $1,650 per year as stated before and I did not receive any increase for five years, I then resigned. Shortly after, I was engaged in an altogether different position with an initial salary of $1,800 per annum, and in the year 1914, I may receive the maximum salary attached to my position, that is to say ten years after my appointment as district engineer. When I entered the service, I was engaged as assistant engineer, without any responsibility; having only to obey the orders of my chiefs; now I am district engineer, and I am not only responsible for my own work, but also of the work of my subalterns. I am also responsible for the judicious expenditure of large sums of public money. As the position changes, although working in the same department, the responsibility changes and the salary must follow. In any kind of administration of business, the importance and responsibility of a position makes the importance of the salary. Men have entered into the service of companies as clerks at salaries of $500 per year, and through their good work and abilities, they were promoted gradually until they reached the position of managers of the same company, with salaries of $15,000 in less than ten years.

Q. Is there anything else you would like to tell us?—Answer at examination, you seem to think that I have received a big increase but my position is but the same as it was when I was only an assistant engineer starting at $2.50 a day with absolutely no responsibility. Revised answer: The Transcontinental Railway Commission pay their district engineer $4,500 per year.

Q. What are his duties?—A. He superintends the construction of the railway in his district.

Q. He looks after every work in the district?—A. Yes, like we do.

Q. Your chief work is the construction of wharfs and piers, and the repairs?—A. Yes, and all other important works I have mentioned before.

Q. If you choose to remain in the service, you are sure of $2,000 a year until the day of your death?—A. No, I may be dismissed to-morrow; and when I will be old and incapable of work, I will be left aside without any pension or retiring allowance.

Q. At all events, there will be the position of resident engineer for somebody to look after the work you are doing?—Answer on examination, yes, and that position will remain there all my time. Revised answer, very likely.

Q. When the Transcontinental railway is completed, the position of engineer to look after the construction will cease, will it not?—A. The District Engineer will not look after construction, but he will look after maintenance of way; and as every thing is susceptible of being ameliorated in this world, he will look after that too.

Q. At the same salary he is now receiving, do you think?—A. I suppose so; there is no reason for the contrary.

By Mr. Bazin:

Q. Is it supposed to be a permanent position for him?—A. I consider that it is permanent. The position of District Engineer in the Department of Public Works *of Canada, is not* more permanent than that one.

By the Chairman:

Q. Have you anything else to say?—A. On the staff of the Transcontinental railway, assistant district engineers are paid $3,000, division engineers, $2,400.

Q. What would be the length of the district on the Transcontinental railway?—A. I do not know exactly.

Q. Would it not be probably from Quebec to Moncton?—A. No, it would not extend into the other Province.

Q. Is not the limit of the Province an imaginary line?—A. The length of the district is about 300 miles.

Q. Would not the district engineer on the railway have a very large section of country, with his assistants placed over divisions?—A. It might be.

Q. Would it not follow, as a matter of fact, that he would have a large district to supervise, with assistant engineers put over particular divisions to look after the different localities?—A. That is what is done; and our case is the same. I have a district 215 miles long, with assistant engineers and directors of work to look after different works in different localities.

Q. Do you think there is any comparison between that position and yours?—A. In my opinion, the position of District Engineer of the Department of Public Works of Canada, will stand advantageously the comparison with the position of District Engineer on the Transcontinental railway.

Q. There are not wharfs all the way along, and railways run through every inch of the district?—A. On every one of these wharfs there is work going on, and every year new works are started.

Q. Is not that rather different from the position of a resident engineer of a large section of the Transcontinental railway?—A. There is some difference in the kind of work to be performed, but not in the importance and responsibilities of the position.

By Mr. Bazin:

Q. Do you think it does not require more skill to build a railway than to build a small wharf in the country?—A. These wharfs are not small; the smallest one in my district is 500 feet long, and they are sometimes as high as 60 feet.

Q. I mean that it is more rough work, that it is not work that requires a man with all the diplomas and certificates of an engineer?—A. There was work done by the kind of men you speak of, and we have to do it all over again. Complete constructions were abandoned on that account. Railroads were built by men without knowledge and experience, and to-day, in many instances, the location and mode of construction have to be changed; in certain cases, complete sections are abandoned. An engineer who looks after the construction of a railway has to localize the line, to determine what amount of cutting and filling must be done and locate the place where the railway will cross the rivers. When it comes to the construction of bridges, it is the bridge engineers that prepare the plans and make the calculations for the construction of the bridges. When we are asked to build a wharf, we have to go to the locality and make hydrographic and topographical surveys and examinations to localize the best place for the wharf, for navigation and commercial purposes; that cannot be done in one hour or two and by men without knowledge or experience. Then we have to prepare plans, specifications, quantities and estimates; we have to test and ascertain the nature of the foundations; we have to direct and supervise the construction and we are responsible for its good execution.

By the Chairman:

Q. There is always a pressure upon the department to construct new wharfs. How do these applications come to the department—from the municipalities?—A. Generally there is a petition from the municipality sent to the Minister. The Minister transmits it to the Deputy Minister; the Deputy Minister transmits it to the Chief

Engineer; then the Chief Engineer sends it to us. If it is in my district, I have to make a survey and examination and report as to whether the work is advisable or not, and if so, how it shall be done and how much it will cost.

Q. You are not asked to report whether it is of any use or not?—A. Yes, I have to report on the advisability of doing the work or not, and by that fact I assume the responsibility of the expenditure of money.

Q. Is it not a fact that wharfs are asked for where there is no traffic of any kind at all?—A. Not in my district.

Q. Every wharf you have reported favourably on is in your opinion desirable and for the benefit of the locality?—A. Yes, I would not have reported in favour of them if they had not been.

Q. You have never reported in favour of a wharf in a locality where no shipping comes?—A. No.

Q. You examine into the statistics of the place and make enquiries?—A. Yes.

Q. Often the shipping may only be ordinary schooners?—A. Sometimes, but very seldom. Schooner navigation is just as much necessary to provide traffic to the steam navigation as the small creeks are necessary to provide water to navigable rivers, and it would be prejudicial to the welfare of the country to neglect this navigation. Sailing navigation is much more dangerous than steam navigation, and it must be given more facilities and protection.

Q. The applications that come for the building of wharfs are generally in the shape of petitions?—A. Generally; when it is a new work there is a petition.

Q. And I presume the Member for the district backs it up?—A. Sometimes, not always.

Q. Do you know of any case where an application for a wharf has been refused on account of the political proclivities of a Member?—A. I do not know of any such case.

The CHAIRMAN.—If you desire to give any further explanation, we shall be glad to have it.

By Mr. Fyshe:

Q. You came here voluntarily?—A. Yes.

Q. No one asked you to come?—A. The secretary of your Commission asked me if I wanted to appear, and I told him I had no objection.

Q. Have you any special grievance?—A. No, except that the salaries paid to district engineers and their staffs are not sufficient and not in proportion to the importance and responsibilities of our duties. Neither the Civil Service Act nor the Superannuation Act take any cognizance of us or our offices, and by this fact we are not civil servants within the meaning and provisions of these Acts; we have no official status, and we have no pensions, superannuation or retiring allowances to look forward to after having spent the best part of our lives in the public service. Without being taxed with exaggeration, I may claim that our duties are not only onerous, exacting and responsible in a high degree, but that their faithful discharge requires the possession of sound judgment, wide professional and theoretical knowledge and high integrity in no small measure.

It is a well known fact that upon the faithful discharge of our duties entirely depends the wise or foolish, proper or improper, judicious or injudicious expenditure of large sums of public money. It is therefore desirable that the engineering service of the Department of Public Works be paid proportionately to their work and responsibilities, and this service should have and enjoy all the rights, privileges and responsibilities attached to the full and recognized membership in the civil service.

QUEBEC, September 20, 1907.

Mr. JEAN ROY, sworn and examined:—

By the Chairman:

Q. You are the caretaker of the post office building?—A. Yes.

Q. What is your salary?—A. $400. I draw $700, but out of that I have to pay two charwomen $300.

Q. Do you look after the whole building?—A. I am caretaker of the whole building, but I have to clean the offices only on the ground floor and the basement.

Q. Do you know that in other public offices the charwomen are paid by the Government?—A. I do not know about other places. Since last year I told the department that I could not keep the place clean with the two women I have, and I have another one for the upstairs offices whom the department pays. I complained to Mr. Béland, and he told me that he would supply a woman for that part of the building, and I have been relieved of that part.

Q. How long have you been caretaker?—A. Eleven years.

Q. You have had no increase of salary in that time?—A. No. It is impossible for me to go on at the present pay. I pay the women I employ $1 a day each, but they are always asking for more.

Q. When do you begin your work in the morning?—A. My work is day and night. I get up at half past four. Mails are arriving day and night.

Q. You are the only caretaker of the post office?—A. Yes.

Q. How long in the evening do you work?—A. The other night I could not go to bed till two o'clock—I had to work.

Q. Generally, how long in the evening do you work?—A. I have to open and close the doors, and there are night clerks working every night. After they go I have to see that the building is properly closed.

Q. You have no other occupation?—A. No.

Q. Then practically, at the present rate of pay to charwomen, your remuneration would be about $300 a year and quarters?—A. Not much more.

Q. You have quarters in the building?—A. Yes.

Q. And you have fuel and light also?—A. Yes. I have to provide hot water at night for the charwomen.

Q. There is a fireman employed here?—A. Yes.

Q. Have you to superintend him?—A. The fireman lives in the building also.

Q. How do you manage the clearing of the snow from the sidewalks?—A. It is done by contract.

Q. You get no perquisites beyond your salary?—A. Never one cent. If my relatives did not help me, I could not live on my salary

Q. Do you ever get a holiday?—A. I have not had a day's holidays in eleven years. I have not even been to Point Levis.

Q. What do you think would be a proper remuneration for the work you do?—A. It should not be less than $500 net.

QUEBEC, September 19, 1907.

Mr. A. SAMSON, sworn and examined :—

By the Chairman:

Q. In the Auditor General's Report you are called the dock master of the Levis graving dock?—A. Yes, sir.

Q. How long have you occupied that position?—A. About eight years.

Q. What salary do you get ?—A. When I first came there I had only $1,000. Three or four years afterwards Mr. Tarte gave me an increase of $300, and last fall I met Mr. Gobeil and asked him for a little more salary, and he gave me a few hundred dollars more. I do not know how it is, but I am down in the report of the Department as having $1,600, but I have only $1,500.

Q. What business were you brought up to ?—A. I am a shipbuilder by trade. I have built about fifty vessels.

Q. When was it you saw Mr. Gobeil?—A. In September.

Q. You say that Mr. Gobeil promised you $300 a year more, but you only got $1,500 in the year ?—A. Yes.

Q. Is that because you are paid nine months at $1,300 and three months at $1,600 ?—A. No. During the summer I sent my account to the Department at the rate of $1,600, but they reduced it to the rate of $1,500 a year.

Q. You only get $125 a month now ?—A. Yes. I wrote to Mr. Lafleur in regard to it, and on July 2 I saw him here and told him what I had written.

By Mr. Fyshe:

Q. Is the Levis dock a modern dock?—A. Yes.

Q. Is it large enough for all the ships that come here ?—A. No.

Q. Could it be enlarged?—A. It is not practicable.

Q. Is it in good condition?—A. Yes.

By the Chairman:

Q. You have been eight years in the service, and during that time your salary has been raised from $1,000 to $1,500 ?—A. Yes.

Q. Your salary in eight years has been increased fifty per cent ?—A. Yes.

Q. How far has there been an increase of duties in your office ? Are there more vessels entering the dock than eight years ago ?—A. Oh yes.

Q. How many entered eight years ago?—A. I could not state exactly, but there are more now, because we have a revenue of $18,000 or $20,000, whereas at that time it was only $11,000 or $12,000, and the expenses amount to $4,500 or $5,000 per annum.

Q. In its revenues and running expenses the dry dock at Levis pays its way ?—A. Oh, yes.

Q. What staff have you besides yourself?—A. A chief engineer, an assistant engineer, a fireman, a messenger, a clerk, two carpenters and a labourer.

Q. Do you buy the supplies required for the dock?—A. Yes, everything.

Q. You have nothing to do with the purchase of the coal which comes from the old Sydney mine?—A. Yes, I get the prices from the coal merchants and submit them to the chief engineer. I have to refer to the chief engineer the prices of all the goods I buy.

Q. What do you want particularly to tell us in connection with the graving dock?—A. I think I ought to get a little more salary.

Q. What do you think ought to be your salary?—A. I ought to get at least the me as my predecessor got—$2,000.

Q. Who was your predecessor?—A. U. Valiquette.

Q. Is that Mr. Valiquette now at Ottawa?—A. Yes, he is in the Public Works epartment. He used to get at the dock $2,000, and being a civil engineer he had other ıy besides that. He was making, I suppose, from $3,500 to $4,000 a year.

Q. What does he get now?—A. I think he is now getting $2,400. He could not ɛep the two positions after the Laurier Government came to power.

Q. In this district he used to have some superintendence of piers?—A. Yes. He ad $1,800 as salary and $200 for the rent of his house.

Q. You get nothing for the rent of a house?—A. No.

Q. You get nothing but your salary?—A. No.

Q. You consider that in point of salary you should be placed in the same position s your predecessor?—A. Yes.

Q. Your time is fully occupied with the duties of the dry docks?—A. Yes.

Q. What do you do in the winter, after the close of navigation?—A. There is always something to do.

Q. We would like to know what is to be done?—A. Repairing the slips, pontoons, houses, engines and boilers. We have to cut away the ice between the two walls so hat it will not force the gates.

Q. You have always to look after the pressure of the ice and make the ordinary ɔpairs required in the winter?—A. Yes.

Q. When does the dock open as a rule?—A. As soon as the ships are ready to go ıt. Last spring we opened the dock on the 11th of April.

Q. When do you close it ?—A. We docked on the 6th of December last fall, but at is rather too late.

Q. Practically the dock is open for about seven months out of the twelve ?—About.

Q. You said just now that you produce a revenue now of about $20,000?—A. ɔm $15,000 to $20,000. In one year we produced $23,000.

Q. Is not your staff a rather large staff?—A. No. It is not enough sometimes.

Q. Have your people employment all the winter?—A. No, only the chief carpenter.

Q. I see that the chief engineer and the assistant engineer and the fireman and the ssenger are paid all the year round?—A. Yes. The chief engineer, the fireman, the tɛhman, the clerk and myself are paid by the year; but the other men are working ıy when we have to cut the ice or to make some repairs at the pontoon or in the slips.

Q. Then you do not think you have too many assistants for the work you are ing?—A. No; I have not enough, because I am obliged to take one or two more widen the dock to take in the steamer 'Quebec' for the winter.

Q. Are there many boats laid up in the winter in the dock?—A. This winter I ve the 'Quebec,' and there is a demand for the dredge 'Galveston;' but I have heard ɔm Lévis that she was not going in this winter. But there is a demand for the ɔampana' and the 'Lady Eileen.'

Q. What size of vessels, drawing how much water, can you take in?—A. In the ıll and in the spring, when the tides are high, we can take in vessels drawing from ɜ to 23 feet, but during the summer we cannot take in vessels drawing more than 19 ɛet.

Q. If you have the 'Campana,' the 'Lady Eileen' and the 'Quebec,' will these ll the dock?—A. Not quite. I have room in the old pontoon, which is 52 feet long.

Q. But there will be no more space?—A. No.

Q. Is it desirable, considering the number of dredges and steamers belonging to e Government, that you should admit to the dock a boat like the 'Quebec,' belonging a private corporation?—A. Of course, we give the preference to a company like that, ıich has such extensive repairs to do, because there is no other place in Canada ıere they can be done.

Q. Where does the 'Druid' go in the winter?—A. They are going to widen the 'Quebec' this winter.

Q. The Richelieu Company have a dock of their own at Sorel?—A. Yes; but they could not haul the 'Quebec' up there; she is too big.

Q. The 'Druid' and the other Government vessels need repairing and scraping in the winter?—A. Some of them. The 'Campana' comes in for painting and scraping.

Q. Considering the large number of Government vessels at Quebec, is it not desirable that you should take these for repairs rather than take a large steamer of the Richelieu Company?—A. No; I do not think so.

By Mr. Bazin:

Q. Considering that this dock is made to accommodate any steamers that need repairing, you could not accommodate these large vessels if the dock were occupied by these small boats?—A. The ships make engagements for the dock in the winter, but we cannot dock them until two days after the last sailing vessel goes out to sea. That is the reason we docked a ship on the 6th of December.

By the Chairman:

Q. Then it all depends on the season?—A. Yes. Then, according to the rules and regulations of the dock, they have a right to stop in the dock three days after the first ship has arrived here in the spring.

By Mr. Fyshe:

Q. You say that you sometimes have occasion to make repairs to machinery?—A. Sometimes.

Q. What do you do then for a staff of engineers and workmen?—A. If they are big repairs, we send them to the shops of Drolet, or to other places; but we have to take out most of the machinery.

Q. You have enough staff to take anything out or put anything in, but not to repair it?—A. No; unless it is very small work.

By the Chairman:

Q. Have you anything else to tell us?—A. When I first came to the dry dock used to get common labourers at $1 a day; I am now paying $1.50. My chief carpenter, Mr. Valiquette, used to get $1.10 a day in winter and $1.40 in summer. I am now paying him $2.50 a day the year round.

By Mr. Bazin:

Q. That does not include Sundays?—A. No; working days.

By the Chairman:

Q. You state that during your term of office carpenters' wages have more than doubled and labourers' wages have greatly increased, but your own salary has increased only from $1,000 to $1,500?—A. It has not increased in the same proportion. When I went to live at St. Joseph I rented a house at $8 per month for two years, after that I paid $9 per month, and five years afterwards I had to pay $150 a year, besides taxes and water rates.

Q. Have you anything else to bring before us?—A. I wish to mention the case of my chief engineer, Mr. McDougall, who is getting only $75 a month. He is an old employee, having been there since the dock was opened.

Q. How long ago is that?—A. From twenty-three to twenty-four years.

Q. How long has he been at $75?—A. I could not tell you. I do not think he has been increased more than from $65 to $75.

By Mr. Fyshe:

Q. Is he a good man?—A. Yes; a first-class man.

By the Chairman:

Q. What would a man of his abilities get in the business world?—A. I should think at least $100 a month. The second engineer is as good as the chief engineer, and is besides a mechanical man, and he is only getting $60 a month. His name is Despres.

Q. What was he getting before that?—A. From $45 to $60. He has only been there four or five years.

Q. What could he get outside of the dry dock?—A. He could act as an engineer on a ship going across the ocean.

Q. What would the Allans pay a man like that?—A. I could not say; but such a man should get at least $70 a month.

Q. Are there any others of your people whom you wish to speak of?—A. The fireman. He is getting only $40.

Q. That is Mr. Lemelin?—A. No. That man has gone to the States because he could not live on what he was getting.

Q. What is the name of your fireman?—A. Bourassa.

Q. How long has he been there?—A. Since last year.

Q. And he is paid $40 a month?—A. Yes.

Q. Was he content to come in there at $40 a month?—A. Yes, because he would not work any more at the kind of work he was doing.

Q. So he entered the Government service?—A. Yes, with the hope that his salary would be increased.

By Mr. Fyshe:

Q. What was his previous work?—A. He was working for Carriere & Son, wholesale grocers, as storeman. I should think that a fireman should not get less than $1.50 a day. Sometimes he has to work night and day to pump out a vessel.

Q. If he is continued to be paid a monthly salary, you think he should be paid $45 a month?—A. Yes.

By the Chairman:

Q. You said your carpenters had their wages increased?—A. I think my carpenters have enough.

Q. Then you think that besides yourself, the chief engineer, the assistant engineer and the fireman should have their salaries increased?—A. Yes. The others are paid well enough.

Q. If there is anything else you would like us to know would you let us have an additional memorandum?—A. Yes.

DEPARTMENT OF PUBLIC WORKS, CANADA,
DOCKMASTER'S OFFICE,
LEVIS, September 23, 1907.

Mr. THOMAS HOWE,
Secretary Civil Service Commission,
The Senate, Ottawa, Ont.

DEAR SIR,—I herewith enclose a few more remarks that I couldn't answer the other day, being not aware for a part of these remarks.

Mr. McDougall, first engineer, commenced working in 1877 for the Government as engineer of the lifting barge, transferred from these to the present position as

first engineer of the graving dock, in 1886, the dock at that time was under the control of Harbour Commissioners, when in 1888 the Government took possession of the dock, his salary was from 1877 up to 1893, $50 per month, and from 1893 up to now, $75, and was never increased since that, he is a first-class engineer and a capable man in his line, considering the surplus docking we are doing since 7 or 8 years for which the engineers and fireman have to work night and day and some time on Sunday to pump out the dock without any extra time, and the increase of 30 to 50 per cent we have to pay on everything for life, put a man in a position that he can't meet the two ends with the actual salary, one hundred dollars per month will only be fair for a capable man like him.

Mr. Thomas Despres, second engineer, replaced Guilbault who died suddenly six years ago with the same salary, $45 as the late Guilbault, two years later his salary was increased to sixty dollars, he has to work night and day and some time on Sunday for pumping dock without any extra time, he is a good machinist and does all the work we need without getting our work done to an outside shop, he is also a good engineer, he can get easily from eighty to eighty-five dollars at the cartridge factory, Quebec, or at any shop down River du Loup for the Intercolonial Railway.

Mr. Narcisse Lemelin, who was fireman since 1886, quit the position last year, left for the States with his family on account that everything being so high he couldn't live with forty dollars ($40.00) per month, and Mr. C. Bourassa took his place with the hope of getting fifty dollars ($50.00) before long.

I consider that all the employees placed by official letter should get a reasonable salary to save something for the old days on account being not in the pension fund.

I remain sir,

Yours truly,

ALF. SAMSON.

Dock Master.

RIVER DU LOUP LOCK,
POUPORE, P. QUE., May 23, 1907.

To the Civil Service Commission.

GENTLEMEN,—I beg leave to give you a statement of my grievances, hoping you will consider my cause a just one, for an increase of salary, and back pay, for an increase other lock-masters got four years ago. To begin with, I was appointed lock-master at River du Lievre lock the 14th April, 1897, at a salary of forty dollars ($40) per month. As this lock is under the Department of Public Works and as I believe the only one, instead of being under the Department of Railways and Canals, I did not come in for the increase as other lock-masters did, for instance, they got a raise of 25c. per day on the 1st May, 1903. In all justice I should have got that also; it would now amount to three hundred and sixty-five dollars ($365.00). I have been credibly informed that they got another increase 1st May, 1907. This lock has been out of operation this last three years on account of the great land slide, but will be in operation in July, 1907. However that did not lessen my work as I had two booms to attend to, a safety and a swing boom, that had to be opened and closed when the boat passed through, to prevent saw-logs and flood wood from coming in at the head of lock and filling the space wanted for boat. I have done this work without an assistant since the land slide besides many other works such as keeping the grounds in repair around the lock that I have charge of. Hoping you will look favourably in my behalf.

I remain,

Yours obediently,

Signed, H. R. GORMAN,

Lock-master at River du Lievre Lock.

P.S.—The general wages for working men here now per day is $2.00. H. R. G.

MAGDALEN ISLANDS,
GRINDSTONE, October 26, 1907.

M. COURTNEY, Esq.,
Chairman Civil Service Investigation Committee,
Ottawa.

SIR,—I would respectively call to your attention to my absolutely necessary apeal to an increase of salary, that I hope to prove to you is due me during my 34 years service to the Government and that I am entitled to not only a liberal increase to my salary during my few remaining years of utility but a pension thereafter till my Heavenly master calls me. You will pleace excuse this lengthy appeal and to my having recourse to my misfortune and how I entered the Civil Service in the fall of 1871 (28 Nov.) I was wrecked on the north side of Grindstone Island from the brig *Wasp* on her way to Antwerp loaded with wheat as first mate, the crew of ten were all lost, I being the eleventh was the only one saved and as found in the land wash one week afterwards with both feet frozen and partook of no food during that period. I was driven in one open sleigh some twenty-five miles to a house and the operating of removing my feet by the clergyman, Rev. Mr. Riopel (there being no doctor in these islands at the time) was performed with a hand saw and some shoemaker tools, &c. Next spring I went to Quebec where a second amputation took place on both legs—on my recovery I entered the service Marine Department under Mr. Mitchell administration and obtained only temporary work that offered, during the years of 1879 and 80. I was entrusted with the work of establishing the signal service from Quebec to Point Maquereau in the Bay of Chaleur, August 17, 1880, was sent to the Magdalen Islands to take charge of the Government telegraph service (there being only two officers in existence then, at the salary of $500. I have been Superintendent in charge ever since. Rebuilt the line in new and all its branches (there is now thirteen officers) and instructed all the present operators. I receive all the moneys and pay the salaries and make reports to the Government of receipts and expenditure. In the year 1890 my salary was increased to $600 and in 1904 to $700. Was married in 1892; have brought up a family of two girls and four boys. Have educated three boys at Memramcook College, N.B., and have still the youngest boy to educate. I am sixty-four years of age and inclosed you my photograph with some of my family showing you my infirmity. Herewith are facts and figures showing the cost of living when I first came to these islands and what it costs to-day, about doubled. Butter, 15 cents, now 30 cents; oats, 25 cents, now 50 cents; potatoes, 18 cents, now 50 cents; wood per cord, $1.50, now $6; flour, $5, now $7; servants' wages, $3 per month, now $6; taxes none, now $30, &c.

During my many years' service to the department by referring to them you will learn how faithfully I have performed my duty; can barely make both ends meet under my present salary and am saving nothing for my old age. I again respectfully submit my case for your liberal consideration.

I remain, sir,

Your obedient servant,

A. LEBOURDAIS.

P.S.—In fact all the salaries in this service require revision, as all employees are very poorly paid. Imagine an operator receiving from $50 a year.

A.L.B.

TORONTO, September 26, 1907.

Mr. THOMAS J. ENRIGHT, called, sworn and examined:—

The CHAIRMAN.—The deputation, of whom you form one, consists of caretakers, firemen, elevator men, watchmen and cleaners employed by the Public Works Department. We have seen your confrères in Ottawa, Montreal and Quebec, so that if we do not question you exhaustively it is because we consider the points have already been pretty well covered.

The witness produced a statement on behalf of the several classes of employees in the Public Works in Toronto, which was read and filed as exhibit . A supplementary statement on behalf of the elevator men was also read and filed.

By the Chairman:

Q. The chief officer of the Public Works Department here is the engineer, Mr. Hamilton?—A. He is practically called the superintendent now. He is the officer under whom all these men work.

Q. How many elevator men, firemen, caretakers, etc., are there employed in the Toronto buildings?—A. There are practically only two caretakers, seven elevator men —as stated by the requisition produced—one engineer, one assistant engineer and seven firemen. There are two watchmen who put in their full time and one special watchman who works on Sundays and holidays. There are twelve cleaners who have no appointment, but work under the same superintendent and are employed by him.

Q. So there are over thirty employees?—A. Yes, in round numbers.

Q. Some are employed at $60 a month, some at $50 a month and some at $5[illegible] a month?—A. And some at $45 a month.

Q. You are employed all the year around, are you not?—A. Yes.

Q. You are paid by the month?—A. Paid by the month.

Q. There are no employees paid by the day, are there?—A. No. In case of sickness or absence our pay is deducted by the day.

By Mr. Fyshe:

Q. Does the Government pay you once a month?—A. Once a month.

Q. Promptly?—A. Well, no, it is not promptly. It is the 8th, 9th or 10th of the following month before we receive our pay.

Q. Who pays you?—A. It comes through Mr. Hamilton.

Q. Does he give you a cheque or pay you money?—A. Those holding appointments get a cheque direct addressed to themselves through him. Those not holding appointments get cheques indirect through him.

Q. His own cheque?—A. No, sir; a Government cheque.

Q. From Ottawa?—A. From Ottawa.

By the Chairman:

Q. You get the cheques and the cheques are payable to you? There is no suggestion that Mr. Hamilton keeps them?—A. No, none at all.

Q. Mr. Hamilton is simply the medium for handing the cheque to you?—A. That is so.

Q. The cheques come from Ottawa?—A. Yes, sir.

Q. And if there is unnecessary delay in sending the cheques, it arises in Ottawa? —A. I expect so.

). But the average time at which you receive your cheque is within seven or days, I suppose?—A. Eight days after the end of the month is the average time. ost of the departments they receive their cheques about the 28th, 29th or 30th.
). Before the month is up?—A. Actually before the month is up.
). But you receive your cheque within the first eight days of the following month? Yes, sir.
). I suppose the majority of you gentlemen have been for some years in the ce?—A. Some of us have not.
). When were you appointed?—A. My appointment is within the current year. to that time the Customs House was not in the Public Works Department.
). Did you supersede a man, or was there a man doing your work before?—A. I eded the person who had charge prior to me. He is still in the Customs.
). You are not both doing the same work?—A. No, sir.
). What is he acting as now?—A. He is now acting as messenger, but is practi- classed as a preventive officer, I believe.
). Was he a messenger before?—A. Yes, sir.
). You are not a messenger, but simply an engineer?—A. I am simply a care-
).
). He was caretaker and messenger?—A. Yes, sir.
). What pay did your predecessor get?—A. His emoluments at that time were ed from three different sources. He got $550 from one department, $100 from ner department, $120 from another department and $128 for the supplying of in quantities of clean towels. Besides that he has his house to live in, fire and and heat.
Q. And does he still live there?—A. I am now occupying the premises. He got, eu of a house, $250 of a rise when he was removed from the position.
Q. When were you appointed?—A. My appointment was dated 31st December last.
Q. Were you appointed at the same salary as you are getting now?—A. The same y.
Q. The increased cost of living in the last year, although it has gone up, is not so much compared with the increase in ten years?—A. No, sir.
Q. You were content to come in at the salary?—A. The inducements offered were the emolument would be so much or so much, and the minimum sum came to nstead of the maximum. The minimum sum was $50 and the maximum was $60.
Q. What do your colleagues generally get? Yours is a new appointment. What ne men get generally who have been for some years in the service?—A. For some s? There is no precedent in Toronto. Montreal would be perhaps the nearest oach.
Q. I see that the fireman in the examining warehouses gets $60 a month?—A. He sistant engineer.
Q. Elevator men get $50 a month?—A. Yes.
Q. A fireman in the Inland Revenue office here gets $55 a month?—A. Yes, sir.
Q. The fireman in the Toronto Post office, that is this building, gets $55 a month? So I believe.
Q. Except in the examining warehouse, where he is called assistant engineer, the an as a rule, get $55 a month?—A. Yes, sir.
Q. That is whether they were appointed last month or five years ago?—A. With exception at the armouries.
By the Chairman,—Is that in the Militia Department?
Mr. P. Cassidy,—No, the Public Works Department.
The Chairman,—Has there been any increase in salary during the last few years nen in your position?
Mr. Cassidy,—During the past three years three of them have been raised from to $55. Prior to that there were only three men getting $55 a month. Those in ipt of $50 were put on the same level and were paid $55.

THE CHAIRMAN,—There was no minimum and maximum scale adopted?

Mr. CASSIDY,—None whatever.

THE CHAIRMAN.—They were simply paid $55 a month? Well, gentlemen, we have had similar representations in Ottawa, Montreal, and Quebec where we saw the elevator men and the firemen. The increased cost of living in Toronto is about the same as in Ottawa. I think you have given us sufficient data to enable us to form an opinion. If you think we can learn something more send us in a memorandum and we shall be glad to receive it.

Witness retired.

Mr. WILLIAM MURPHY, called, and sworn and examined.

By the Chairman:

Q. What pay do you receive?—A. $50 a month.

Q. How long have you been in the service?—A. I have been at postal station A two years last October.

Q. Did you get $50 a month?—A. I entered at $50 a month, and am still receiving that. I would like if possible that we should receive an increase owing to the fact that two men have to do the work where we think there should be three. We are continually on duty nineteen hours out of the twenty-four.

Q. Who is your colleague?—A. Mr. John Gormaly.

Q. Who is Mr. Armstrong?—A. I took Mr. Armstrong's place.

Q. Then you and Mr. Gormaly run the elevator at the postal station?—A. Yes.

Q. What time do you begin work?—A. We have to be there and have our machine oiled up and everything in readiness to start at 5 o'clock every morning, winter and summer, rain or shine.

Q. What time does the station close?—A. At midnight. The office is always open with the exception of from 12 o'clock Saturday night to 12 o'clock on Sunday night. I may tell your honourable body that we are requested to do work that I don't think our appointments call for at all. We are working for two different departments.

Q. You are controlled by the Public Works Department and you are doing work for the Post Office Department?—A. We work for the Post Office Department and at times we are sent on Post Office duties and a member of the post office staff is sent to run our elevators although that is the position to which we are appointed.

Q. That is a divided responsibility?—A. A divided responsibility. The man who runs the elevator should not be required to do work which ought to be done by the staff of the Post Office Department.

Q. You think you should be entirely under the control of either the Public Works Department or the Post Office and have only one master?—A. One master is what I think we should have.

Q. No man can serve two masters?—A. No man can serve two masters and do justice to the two or to himself. I would like very much if your honourable body would see your way clear to recommend the appointment of a third man. When the post office was removed from here to the corner of Lawrence street, the work was not as hard as it is now. They placed a third man there to operate the elevator. I fail to see why we should not have proper hours. We actually only receive one warm meal during the whole day. Winter and summer our elevator is exposed. We are practically out of doors, we cannot get shelter, and if we ask for shelter they reply that they don't know how they are to provide it. At least that is the answer we get, or something to that effect.

The witness retired.

Mr. ENRIGHT recalled.

The WITNESS.—There is one point in connection with the cleaning. Instead of ncrease during the last twelve months, one or two of them have been reduced and retained in the service.

By Mr. Fyshe :

Q. What is that for?—A. To make the even $45 all around.

Q. Do you know what it was before?—A. $55.

By the Chairman :

Q. How long have these men whose pay has been reduced been in the service?—Four years. In particular there is the case of Mr. Gregory.

The witness retired.

Mr. THOMAS LETRAY was called, and sworn, and examined.

The WITNESS.—My grievance is that I was appointed just twelve months ago last gust. My appointment called for a painter. That is my occupation; I have served rty-two years at it. I was to have that occupation for the summer season. In ıter season I was to fill the position of fireman in the general post office in the ce of my brother who lost his life a year ago last April. Now, gentlemen, I have ırge of the painting branch of the Public Works Department, and yet I have never eived any more salary than any other fireman employed by the department. I ısider that I could earn more outside by working for a contractor than I have been d by the Public Works Department. I don't think I have been treated right by iting me to a fireman's wages when I am a mechanic and could double my salary six months of the summer season.

By the Chairman :

Q. I do not know anything about the circumstances, but you are put down here ı fireman?—A. Yes.

Q. If you could double your emoluments, why do you stay in the Governmen ice?—A. Because my intention was to get into some occupation under the Gov- nent.

Q. As a stepping stone to something else?—A. Yes. When I came here it was the understanding that I should act as a painter under the Public Works Depart- t; I was to fill the occupation of a painter during the summer season.

Q. You are paid $55 a month?—A. Yes.

Q. And you think you should get $110?—A. I mean to say I have doubled my ·y this summer at painting.

Q. Before you were appointed?—A. While working for the Government for the nonths until the present time.

Q. You were engaged at $55 for the Government and were to do painting also? When this work was not let out to a contractor.

Q. You say you doubled your money as a painter during the summer months?—Yes, sir.

Q. How did you do that?—A. Not when working as a fireman. I worked six ıths in the summer. During the six months I consider that I doubled my salary hat occupation.

Q. Oh, I see. You claim you are worth double the salary?—A. I do not earn it. aim I am worth it to the Government.

Q. You think you have given double the value of your services?—A. Yes, sir.

Mr. P. CASSIDY.—I might draw your attention to the fact that we are all engaged in the same occupations as Mr. Letray during the non-firing season. Every one of us have got to do the same amount of work and work of very nearly the same description so that there is no distinction between any of the firemen. We have all to take the paint brush or the whitewash brush, as the case may be, and do our work in whichever building we are sent to do it.

The CHAIRMAN.—I understand that Mr. Letray says he is a painter by profession?—A. Yes, sir, I am a mechanic.

Q. The other gentlemen although they paint and whitewash during the summer months are amateurs rather than professionals. They are not painters by occupation?—A. No, sir, they are not.

Q. And you think you have given double the value to the service than you received pay for?—A. I have charge of the department's work as a painter.

The witness retired.

Mr. T. JONES called, sworn and examined.

By the Chairman:

Q. What have you to say?—A. I have been in the Public Works Department close on to six years.

Q. What is your position?—A. Watchman of the Custom House. I am on duty eight hours a day and on Sunday eleven hours. I have been there for six years and have not got an increase of salary.

Q. What are you paid?—A. $50 a month.

Q. What department gives you your cheque?—A. The Public Works Department.

Q. Have you always had your cheque from the Public Works Department?—A. Yes. Now I work every day in the year except one week's holidays.

Q. Have you got quarters in the Customs House?—A. No, sir.

Q. Are you night watchman or day watchman?—A. Night watchman.

Q. You have been there six years getting $50 a month?—A. Yes, sir, going on six years.

Q. And always got $50?—A. Always got $50.

Q. Without any increase?—A. Without any increase.

The witness retired.

Mr. WILLIAM GRIBBLE, called and sworn, and examined.

By the Chairman:

Q. What pay do you get?—A. $50 a month.

Q. How did you, a newcomer, get into the public service?—A. They wanted a man to do a little scrubbing. I had a son-in-law who recommended me to Mr. Hamilton and I got the job. I got steady work. We as night men are worth a little consideration. We work six nights a week and get one week's holidays but no other holidays. I think night men are worth more consideration than day men.

Q. Are you a night cleaner?—A. Yes, I am responsible for the work in this building.

Q. Is there a day cleaner?—A. There are two.

Q. Would it not be well for you to shift about and take night duty alternately?—A. As things are situated now it could hardly be turned that way.

Q. Are you on every night?—A. Yes, sir.

Witness retired.

IONAL PAPER No. 29a

ıted by Mr. ENRIGHT.

RANDUM PRESENTED TO THE CIVIL SERVICE COMMISSION IN REGARD TO THE SALARIES OF CERTAIN PUBLIC WORKS EMPLOYEES AT THE CITY OF TORONTO.

. The mechanical staff of the Public Works Department at the city of Toronto ıposed of the following employees :—An engineer at a salary of $70 per month, s stationed at the customs warehouse ; an assistant engineer, at a salary of $60 onth, stationed at the same place, but taking charge of repairs and other work in ction with the other public buildings in Toronto ; one fireman, at a salary of $55 ıonth, at the examining warehouse; one fireman, at a salary of $55 per month, ı custom-house; one fireman, at a salary of $55 per month, at the inland revenue ; three firemen, at a salary of $55 per month each, at the Toronto general post the latter three men each working eight hours per day in continuous shifts for eight months in the year. As these buildings are steam-heated the men are re- l to have a considerable knowledge of the management of steam boilers, each being practically in charge of the plant in his own building. At the armouries remen, one receiving $60 per month and the second $55 per month. This build- ı heated by hot water.

)uring the summer months the staff is largely employed in cleaning, repairing loing other necessary work in connection with the boilers and radiators, also in ng renewals, alterations and extensions in the water and gas service. They lso employed in cleaning, repairing, renovating and painting these several build-

This work requires considerable skill and the men who are employed and actu- perform this work comprise journeymen carpenters, painters and others whose would be much more highly remunerated if they were following their ordinary s. The Government, however, has heretofore received the benefit of the services gh-priced workmen at firemen's wages. As an instance it may be noted that dur- ıe present summer the whole of the interior of the post office at the Union Station ı large part of the examining warehouse has been painted by this staff. The rnment certainly got double value at ordinary rates of wages for the services that so rendered. During the winter season these men are on duty seven days in each

They are entitled to one week's holidays only.

.n view of the tremendously increased cost of living and the fact that the rate of neration has not been increased since the cost of living has increased so tre- lously, it is strongly urged that there should be some corresponding treatment of officials such as has been meted out to officials in the Customs and other depart- s. A comparison of the amounts paid to men in similar situations outside of the rnment employ whose duties are less onerous will show that the average rate of ıneration is much greater outside of the Government employment than it is in it.

2. The cleaning staff of the Public Works Department consists of twelve em- ɔes who work nine hours each day or night, six days constituting a week's work. their services they receive $45 per month, no extra time or overtime is paid for. absence due to sickness or any other cause the men are docked time, holidays, one . It is submitted that the minimum wage should be $50 per month, eight hours ɔnstitute a day's labour, and that each man in the service for a period of six ths or more should receive a permanent appointment as none of the twelve cleaners old permanent appointments no matter how long their term of service and are not loyees of the Public Works Department at Ottawa, but are simply employed by and ıe will of Mr. H. E. Hamilton, the superintendent.

3. The watchmen at the Custom House are two in number and they put in eight s per day for each of the 365 days of the year at a salary of $50 per month, each hman puts in seventy-eight hours extra in the year for which no compensation is ived; they are allowed one week's holidays during the year. The same arguments

that are urged with reference to the mechanical staff equally apply here so far as the increased cost of living is concerned and the necessity for increased pay and a reasonable arrangement as to holidays on the same lines as exist in other branches of the public service.

In every one of the cases above referred to the general conditions with reference to the cost of living might be emphasized, but it is understood that these facts have been generally investigated by the Commission at other points and that it is unnecessary for us to adduce evidence upon this particular point as the conditions are even more burdensome in the city of Toronto than in other cities.

So far as the necessity for holidays is concerned it is submitted that there is no good reason why the rule that prevails in other departments should not be applied to this. On the contrary the character of the work that is performed renders it important that there should be a full period of recreation allowed in each year that the Government may get the best service possible from the men.

TORONTO, September 25, 1907.

TORONTO, September 25, 1907.

To the Civil Service Commission.

GENTLEMEN,—On behalf of the elevator men employed by the Dominion Government in the public institutions in the city of Toronto, I beg to submit the following:—There are seven elevator men in the city of Toronto, two of whom are employed at Postal Station 'A,' three in the Examining Warehouse, and one in the Custom House and one in the General Post Office.

The salaries of the two men in Postal Station 'A' are $50 per month each, the salaries of the three men in the Examining Warehouse are $50 per month each, the salary of the man in the Customs House is $55 per month, and the salary of the man in the General Post Office is $45.

The hours the men are called upon to work at Postal Station 'A' are alternately from 5 a.m. until 3 p.m., and from 3 p.m. to 12 at midnight.

In view of the fact that the cost of living here to-day is almost treble and rents in the city of Toronto are more than treble, the elevator men feel that they must, in order to sustain themselves and families, have an increase of at least thirty per cent. The salaries at present, as you will see, are very low compared with the cost of living.

In Postal Station 'A' an extra man is required in order to relieve the strain of the two at present working there. It is utterly impossible to continue doing the work owing to the large influx of business at this station.

The elevator men feel, too, that they should be placed on the same footing as the other members of the Civil Service so far as holidays are concerned.

The elevator men at present only receive one week's vacation.

The elevator men desire, too, that in the event of sickness their pay should not be deducted, but they should in this regard be placed on same footing as other members of the Civil Service.

I submit, therefore, on behalf of the elevator men, that their request as above ought to be granted.

Yours very truly,

(Signed) W. P. MURPHY,

Representing Elevator Men.

TORONTO, Thursday, September 26, 1907.

MR. JAMES EUSTACE, called, and sworn, and examined.

By the Chairman:

Q. You are a bridge tender on the Burlington canal?—A. Yes, sir.

Q. How long have you held that position?—A. Eleven years, since 1896.

Q. What are you paid?—A. $1.50 a day.

Q. For the full year?—A. No, only for nine months. Sometimes we get paid or only eight and a-half months.

Q. Then you are paid $1.50 a day during the season of navigation?—A. Exactly.

Q. What were you paid when you were first appointed bridge tender?—A. $1.25.

Q. When did you get the other quarter?—A. I think it was about four or five ears after I started.

Q. There is no revenue derived from the Burlington canal?—A. There is no evenue.

Q. The Burlington canal is under the Public Works Department instead of the epartment of Railways and Canals?—A. It is the only one that I can find in the ue Book that is.

Q. Is it a one-lock canal?—A. It has no lock at all; it is just a channel.

Q. What is your particular desire in appearing before us?—A. I have with me ittle memorandum here which we made up. We think we ought to get an increase pay, according to the increase in the cost of living.

By Mr. Fyshe:

Q. We have gone over this thing before and the representations are all very much same?—A. I daresay.

By the Chairman:

Q. How many employees are there on the Burlington canal?—A. Four.

Q. Four who signed this petition?—A. Yes.

Q. In the winter time there is a certain amount of repairs to be done on the al, I suppose?—A. Well, very little. You see, it is too cold mostly in the winter do much, although sometimes we get repairs to do.

Q. I can see that there are very few repairs to be done. There is only a bridge re?—A. That is all.

Q. When there are repairs to be done, are you people employed, or does the partment get outside help?—A. Sometimes there are repairs that we can do. Some- es it is machinery work which we cannot do. If it is flooring the bridge or any- ng like that we do it. The bridge has only been fully floored once in eleven years.

Q. There were only $28 spent in repairs last year, so they do not amount to ch?—A. Last year I did not get any repair work myself.

Q. The foreman, Mr. Belanger,, during all the time, only got $28?—A. He is not the bridge staff. He was working at the time on the piers of the bridge.

Q. Can either of you gentlemen undertake the oversight of the repairs that are ne?—A. Well, really the foreman of the bridge, Mr. Omand, is obliged to repair e bridge. He gets nothing for it.

Q. Are any of you practical carpenters?—A. I do odd repairs. We have to do little extra work of that kind sometimes.

Q. What do you do between times after the season of navigation closes?—A. We hardly get anything to do. Sometimes we get an odd job at one thing or another.

Q. How far is Burlington from Hamilton?—A. It is twelve miles. Another thing I would like to point out is that Burlington Beach, where we live, is a summer resort, and it is very expensive to live there. You know in all summer resorts you have to pay big prices for everything.

Q. I suppose people go out from Hamilton to Burlington for the summer as they do from Ottawa to Britannia-on-the-Bay?—A. Exactly.

Q. In the summer time there is a large influx of population, and the villagers themselves have to suffer for it?—A. They are summer houses mostly. None of them are plastered, except a few.

By Mr. Fyshe:

Q. Were you brought up on a farm?—A. No, I was not brought up on a farm, but in a country place.

Q. I was going to say that if you had it would have been much better for you to have stayed on the farm?—A. No, I was not brought up on a farm. I can do indoor work of a better class than I am doing, but I was bothered with rheumatism and ordered to get out of door employment.

By the Chairman:

Q. Is it a swing bridge worked by a windlass?—A. No, electricity.

Q. Then there is an electrician employed during the season?—A. No, we act as our own electrician.

Q. What do you do if a battery gets out of order?—A. We can do most of the repairs ourselves. Sometimes we have to call in a man from Hamilton or Toronto, as the case may be.

Q. You will get a copy of your evidence, and if there is anything you desire to add, you can send it in?—A. I might say that we have no member in our county.

Q. We do not want to hear anything about that?—A. Mr. Sealey has the patronage for the county and he applied to the Hon. Mr. Aylesworth in our behalf. Mr. Aylesworth said he could not do anything, because he was only Acting Minister at the time, but he thought our claim was just.

The CHAIRMAN.—We will take care that your claim is duly submitted.

The witness retired.

GUELPH, September 28, 1907.

C. J. M. COURTNEY,
Deputy Minister of Finance.

SIR,—I notice by Toronto papers that your Civil Service Commission is holding an inquiry in regard to salary paid Government employees. While strictly speaking I do not come under the head of the Civil Service, I may say that as caretaker of the Dominion Public Building at Guelph I am in my seventh year and have never had an increase; my present salary from Public works Department is $400 per year. The postmaster some years ago used to pay $50 per year for work done in his office, that is cut off, so you will see they pay less than they did twenty years ago. Of course I have living quarters in the building, but that has always been so with other caretakers. Since I have been employed the building has been enlarged to about double its former capacity with a corresponding number of extra fittings. I believe you will agree with me when I say that when a man's work is doubled he is entitled to extra pay, not to say anything of the increased cost of living. Smaller places than Guelph such as Stratford and Belleville receive $600. I don't consider it unreasonable to ask for the same amount.

(Signed) ROD'K McLEOD.

OTTAWA, WEDNESDAY, June 5, 1907.

The Commission met at 10.30 o'clock, Mr. Courtney, Chairman, presiding.

Mr. M. J. BUTLER, called, sworn and examined.

By the Chairman :

Q. You are Deputy Minister of Railways and Canals?—A. Yes.
Q. You are also the Chief Engineer of Railways?—A. Yes.
Q. And Chief Engineer of the Canadian Canals?—A. Yes.
Q. Three offices are administered by you?—A. Yes.
Q. When Mr. Trudeau was Deputy Minister there were three separate offices; Trudeau, acting as Deputy Minister, Mr. Schreiber, acting as Chief Engineer of vernment Railways, and Mr. Page, acting as Chief Engineer of Canada?—A. Yes.
Q. How long have you been in the public service?—A. I have completed two al years.

By Mr. Fyshe :

Q. You are not an old public servant, then?—A. I am new to the public service.

By the Chairman :

Q. Prior to your appointment to the Government service, you were engaged in tracting, were you not?—A. Prior to my appointment I was assistant chief engir of the National Transcontinental Railway Commission; before that chief engir to the Locomotive and Machine Company of Montreal; and prior to that again as with Mr. M. J. Haney, contractor, as chief engineer, in the construction of the lsboro' bridge at Charlottetown, P.E.I.
Q. And you have had some legal training?—A. I was admitted to the bar in the te of Illinois.

By Mr. Fyshe :

Q. What part of the country do you come from?—A. I was born in Deseronto,

By the Chairman :

Q. As Deputy Minister of Railways and Canals, you attend the meetings of the way Committee of the House of Commons, whenever called upon?—A. Yes, and meetings of the Public Accounts Committee.
Q. But it is obligatory for you to attend the meetings of the Railway Committee ie House of Commons?—A. Yes.
Q. Plans of the routes of railways when entering cities have to be filed at your rtment?—A. All route maps of railways are submitted to our department for oval by the Minister of the general route. It takes up a lot of time and occasions eat deal of correspondence in the department.
Q. Was that work taken away from the Railway Commission?—A. The Comion never had it. At the time of the creation of the Railway Commission, the on dealing with the submission of route maps was added to the Railway Act for purpose of having some responsible control by the political head of the department the general route of a railway. Parliament grants a railway company a charter uild a railway from one place to another, but the details are not fixed by Parlia-

ment, that is left for the Minister to adjust. The minute details are left to the Railway Commission ; after the general route is approved by the Minister then the jurisdiction of the Railway Commission begins ?

By Mr. Fyshe :

Q. Does that authority act the same as the Minister?—A. The Railway Commission?

Q. Yes?—A. No, the Minister has a public hearing at which the representatives of other interests hostile to the proposed location are heard, and after a consideration of all the circumstances he renders his decision.

By the Chairman :

Q. According to the Auditor General's Report for 1905-6 there was an expenditure under your control of about $18,000,000?—A. Yes.

Q. And the revenues received by your department amount to about $8,000,000?—A. Yes.

Q. That is to say, the Department of Railways and Canals is the biggest spending department?—A. Yes. I think we expend, on the whole, about 25 per cent of the total expenditure of the Government.

Q. Not quite. I think the total expenditure is $80,000,000, and yours amounts to about $18,000,000. What is your salary?—A. $7,500 per year.

Q. How long has it been at that figure?—A. Since last year.

Q. Your appointment having been a recent one you do not come under the Superannuation Act?—A. No.

Q. If the Superannuation Act were in existence would you have been content with a lower salary?—A. I would not.

Q. Then you consider that for one of the important departments of the Government $7,500 is the market value of your office?—A. I think that is a very low salary.

Q. But that approximates to the market value of the office?—A. Yes.

By Mr. Fyshe :

Q. You would probably earn as good a salary in the service of a railway company?—A. I would get about twice the salary in the service of a railway company with about half the work.

Q. Would you get that salary in the service of a railway company as expert engineer or as one of the staff concerned in the operation of the line?—A. As an expert engineer I could easily command that salary with none of the political responsibilities I have now, without going into the railway management question at all.

Q. It seems to me that the men who are carrying out the administrative part of running a railway receive better pay than any of the technical men?—A. Except this: The best managers are technical men.

Q. I suppose they would be all the better for having a technical education, but, as a matter of fact, there are scores of them that are not?—A. Quite so. There are scores of them that are not.

Q. Take men like Sir William Van Horne and Mr. Hill?—A. All the officials of the Pennsylvania Railway are technical men; all those on the Illinois Central also, and a great many of those on the New York Central.

Q. From your experience—you probably have more or less prejudice, as everybody has—would you consider that the technical education with which engineers start tends to broaden or narrow them?—A. Well, it depends upon the man altogether and the experience he has had.

Q. I have an impression that technical education rather narrows people?—A. As I said, I think it depends upon the man.

Q. It improves the special direction in which they are being educated, but rather deducts from their general breadth?—A. That may be. In some cases when a man

is absorbed in the pure technique of his work that may be true, but when he takes the broader view of it, he has an intimate knowledge which the other man never can get.

By the Chairman :

Q. You are asked to produce certain statements. You now produce them?—A. I now produce statements from the department.

Q. Giving a comparison of the work done in your department?—A. I think the statements cover everything, but there is one branch of work that is not dealt with there. We have reorganized the branch engaged in the compilation of railway statistics. (Statements produced and filed.)

Q. Your duties as Chief Engineer frequently call you from Ottawa?—A. Yes.

Q. Who acts in your absence?—A. The Secretary acts as Deputy Minister.

Q. The Secretary has been a long time in the department, has he not?—A. A great many years.

Q. Is he a statutory officer under the Railway Act?—A. I think he is.

Q. He signs the contracts that are made for the enlargement of the canals and work of that kind?—A. Yes.

Q. Besides the Secretary, you have in the department an accountant as chief clerk?—A. Yes, the accountant as chief clerk.

Q. And a chief clerk in charge of the recording staff, that is Mr. Maynard?—A. Yes.

Q. And a chief clerk of the correspondence, who is Mr. Dixon?—A. Mr. Dixon, yes.

Q. And you have a chief clerk in the law clerk, Mr. Hansard?—A. Yes.

Q. And now you have a chief clerk for the compilation of railway statistics?—A. Yes, he is a technical officer.

Q. Would you mind explaining what the position is?—A. His position is this: In the past the statistics that have been gathered from the railways of Canada have been practically useless.

By Mr. Fyshe:

Q. Why?—A. They have not contained information that is of any value to either a railroad man or an engineer.

Q. Who marked out the scope and design of this work?—A. In the past?

Q. Yes?—A. I am unable to say, but I know they are of no value whatever. When I came to the department I at once impressed upon the Minister the absolute necessity of securing statistics in Canada on the same lines as the Inter-State Commerce Commission in the United States secures from the United States railways. This office was created for that purpose, and the information which the railways are now requiring to supply the Canadian Government is identical with that supplied by the United States railways to the Inter-State Commerce Commission.

Q. I see by the newspapers that they are advocating on the other side now, and are apparently determined to carry out, a scheme for getting returns from the railway companies?—A. That is the one which we have inaugurated.

Q. And have uniform bookkeeping?—A. Uniform bookkeeping is involved in it.

Q. That is a good idea?—A. The railway returns are now classified into 80 or 90 items, and the companies must fill out the blank opposite each item, which gives a uniform method of comparison in detail.

Q. I fancy there is hardly anything more intricate in the whole bookkeeping of the world than railway bookkeeping?—A. And yet it has been reduced to the most exact science of any bookkeeping I know of in existence.

Q. It is pretty hard to do that, because so much depends upon the judgment in deciding whether an item should be charged to capital account or to expenses?—A. That is a very simple matter with us under the rules now.

Q. It may appear simple. The English are very thorough and very exact according to their way of doing it, but they have simply succeeded in running up against a stone wall?—A. On account of their large increase in capital account.

Q. They have kept on loading up their capital account until they are almost dead?—A. And the Americans have gone to the other extreme.

Q. Mixed up with a great deal of unscrupulousness?—A. They have paid out of the revenue items which justly belong to capital.

By the Chairman:

Q. Your chief clerks are engaged in technical and other duties?—A. They are chief clerks in every sense of the word. Mr. Dixon is a man of very great literary gifts. He has to draw up all the recommendations to Council and all the important correspondence. Mr. Jones, the secretary of the department, does an immense amount of work. He is on duty from 9 o'clock in the morning until 6 o'clock in the evening every day, and whenever wanted at night or on Sundays he is always available. Mr. Shannon has been transferred to Moncton as the controller and treasurer of the Intercolonial Railway, and his place has been taken by another man, Mr. Little, who has been promoted. Mr. Maynard has charge of the record. Mr. Hansard, the law clerk of the department, has to do with the contracts made by the department, and he has to give advice on all questions as to legal liability connected with the Government railways and all the canals, and in regard to all claims filed against this department . He also looks into railway legislation; that is he has to get the facts ready for the law clerk of the House of Commons.

Q. He looks into private Bills that are referred to the Railway Committee of the House of Commons ?—A. Upon everything that comes from the Railway Committee he makes a memorandum for the Minister.

By Mr. Fyshe :

Q. Was Mr. Payne in charge of the Railway Statistics under the old régime ?—A. No.

Q. He is a new man ?—A. He is a new man so far as the Statistical Branch is concerned, but he is an old Civil Servant, and an old member of this department.

Q. Has he got a good head for figures ?—A. He has a good head all around. He is a good able man with journalistic experience.

By the Chairman :

Q. The staff of your department is divided into chief clerks, first-class clerks, second-class clerks, and junior second-class clerks ?—A. Yes.

Q. Is the work of the department divided in accordance with the several classes of officers? For example, do the first-class clerks do first-class work or do they simply repeat the work they get in the lower grades ?—A. I think in some instances there is a continuation of the responsibility but it is on the same lines of work that they did in the lower grades. That would be the case particularly in the record room.

By Mr. Fyshe :

Q. You have a general knowledge of the working of railroads, have you ?—A. Certainly.

Q. It is surely not the case that in the railroad business generally, the offices are divided in this way ?—A. These are not the officers of the railroad. These are the officers of the department in Ottawa. They get greater responsibilities with their advancement in grade.

By the Chairman :

Q. In your time you have had nothing to do with the appointment of any permanent official in the department?—A. No.

Q. Have you had anything to do with the appointments of the extra clerks who employed ?—A. Yes, I have got two men there that are very important men in my nion. There is Mr. Bowden, the structural engineer, and Mr. John Murphy, the ctrical engineer. I think those two men save the country a good many thousands dollars every year over and above their salaries.

Q. The technical staff, the engineers, draughtsmen, the extra clerks, are not sub- t to the Civil Service Examination ?—A. Some of them are not. I think a good ny of them have already passed the examination.

Q. That may be, but at all events they are appointed without undergoing that mination ?—A. Yes.

Q. Some of them have been there for a great many years ? For instance Mr. nson ?—A. He has been in the department for thirty years.

Q. And Mr. Douglas has been there for about forty years ?—A. He has been there ce the department was organized.

Q. Would it not be better that they should be appointed to permanent positions tead of being temporary employees ?—A. It is most unfair to have them in that y.

Q. And you think they should have the benefit of whatever benefit there is in manent appointments ?—A. I undoubtedly think so.

Q. And they should be properly paid according to the rates of pay for the work y do ?—A. I think, for instance, that Mr. Douglas is paid fairly well in proportion the character of the service he is able to render now. The same with Mr. Johnson. ıave obtained an increase of pay for him since I came into the department and I nk he is sufficiently paid now. Mr. Murphy only gives half of his time to this de- tment and the other half to the Railway Commission. He is expert to the Railway mmission on matters affecting telephone, telegraph and electric light and power estions.

Q. You borrow him for half the time ?—A. Yes, we pay half his salary and the ilway Commission pay half.

Q. No man can serve two masters ?—A. In this case, Mr. Murphy does the work fectly because there is nothing inconsistent with the two positions. It is desir- e in a case like this, for the Railway Commission. Mr. Murphy is worth $4,000 $5,000 a year at least.

Q. Did he come from Nova Scotia ?—A. He is an Ottawa man. He has had a ieral experience in telephone, telegraph and power and light work that very few n of his age have in Canada.

By Mr. Fyshe :

Q. Is he a professional engineer ?—A. Yes.

By the Chairman :

Q. Did politics enter into the appointment of these men?—A. No, it had nothing do with their appointment. The men were selected simply for their ability.

Q. Then as far as you know—you have made no appointments except the two ntioned—when once the parties are in the service—at all events, as far as your partment is concerned—politics never enters?—A. No, it has nothing to do with m once the men are in.

Q. Take the extra clerks that are attached to the department, engineers, draughts- n, copyists and that class——?—A. My own secretary was appointed by myself; is a first-class man.

Q. Most of the copyists are women?—A. Yes.

Q. Did politics have anything to do with their entering the service, do you know? A. I imagine that influence was exerted in their favour; I imagine that political luence secured their appointment.

Q. But except in the case of one man you had nothing to do with it?—A. No.

Q. Nine-tenths of the copyists are women?—A. Yes.

Q. And the greater part of the extra clerks are women?—A. Yes.

Q. Is that because they are content to enter the service at a lower salary than $500?—A. I think that is the case. Of course, there is a great deal of pressure to get women into the service.

By Mr. Fyshe :

Q. From whom?—A. From political friends.

By the Chairman:

Q. Is it not the case that able men, seeing the opportunities outside, hesitate to come in at $500?—A. You could not get them at all; no man of ability will take such a position at $500.

By Mr. Fyshe :

Q. No man of assured ability would, but it is different with a youth?—A. We have not been able to secure any. We have to appoint them junior second-class clerks before we can get them, which gives them a salary of $700.

Q. I should judge, then, that the demand for that class of men has changed a good deal?—A. It has changed to a very great extent. The class of young men we would like to get would be university graduates.

Q. For a railroad?—A. I mean in the Civil Service here.

Q. Would you consider that desirable?—A. Yes, very desirable.

Q. Would you consider it desirable to make that a condition for entering the service?—A. Yes, I wish it were the case in our department.

Mr. FYSHE.—Have you ever thought about that, Mr. Chairman.

The CHAIRMAN.—I have thought about it.

By Mr. Fyshe :

Q. Would you not think it would be more desirable than admitting people by competitive examination?—A. Yes, because I have never seen the competitive examination that would test the capacity of the man in comparison with graduates from a university.

Q. I should judge that by competitive examination, even if there was not the condition of having a university degree, if you selected the best men from the successful candidates at a Civil Service examination you would probably have about as good a type as you would by limiting the entrance to university graduates?—A. It is possible, Mr. Fyshe, that an examination might be prepared in which that would be true, but at present the examinations are very far from it.

By the Chairman :

Q. The present examinations are a farce?—A. That is what I mean. Furthermore, Mr. Fyshe, I think that the value of examinations ceases upon the parties entering the service. There is no examination will test the executive ability or adaptability of a man for work.

By Mr. Fyshe :

Q. The same thing applies, of course, to the holders of university degrees?—A. Quite so, but you get them started with a good education.

By the Chairman :

Q. At all events, in all entrances to the public service, you establish a probationary term?—A. I would like to find out whether the man had capacity or not.

Q. The probationary term at present enforced is carried out in the most per-ctory manner?—A. I do not think it is at all given effect to.

By Mr. Fyshe:

Q. I think the great English engineer who recently died, Sir Benjamin Baker, was a university man?—A. He was not a university man, but he had a much better ning than any university in this world would give.

By the Chairman:

Q. You keep an attendance book?—A. Yes.

Q. Do you take charge of it?—A. No, the secretary.

Q. Do the several chief clerks sign the attendance book?—A. I have released the ef clerks and professional men, at the heads of branches from signing the attend-e book, as being an indignity it would be unfair to put upon them.

By Mr. Fyshe:

Q. Are you not a little bit sensitive on that point?—A. I do not think so.

Q. You have not been brought up to the customary drill of a department?—A. I ve released them at any rate with the consent of the Minister.

Q. There is nothing wrong about it?—A. There is nothing good, either, if a man s not a sense of responsibility, registering at certain hours, will not secure good vice.

Q. Supposing you find a man who has no sense of responsibility?—A. I will find ther way of getting after him then.

By the Chairman:

Q. If the section laid down in the Act as to the maintenance of an attendance k is practically ignored, would it not be better to strike out that section from the t?—A. I think it would be preferable to have a clock through which they would ister in the same way as in a large mercantile house.

By Mr. Fyshe:

Q. You do not object to the ordinary clerks being compelled to sign?—A. No, it is per for them to do so.

By the Chairman:

Q. What are the luncheon hours?—A. Some of our clerks go at 12, and others at

Q. Is there always somebody in the office?—A. Yes.

Q. So the work can go on continuously?—A. Yes, in certain offices. Some are ed between one and two.

Q. What leave of absence do you give your men?—A. Three weeks, the time they entitled to under the Civil Service Act.

Q. But you are generous in regard to holidays, I suppose?—A. I give them the e they are entitled to by the Act.

Q. Do you allow any more to an official like Mr. Jones, for example?—A. He got omewhat extended leave last year, but he had not had a vacation in the previous or three years.

Q. Do all the staff get a holiday?—A. I think they all get their holidays, except se in the so-called temporary service. They get none at all.

Q. Do Mr. Johnston or Mr. Douglas, who have been working for 30 or 40 years get holidays?—A. No.

Q. Is that right?—A. It is not right, but we have no legal way of giving them idays, except by Order in Council.

Q. And would it not be better, even although it required an Order in Council, to grant them holidays?—A. They would do much better work throughout the year.

Q. One Order in Council laying it down would suffice for the whole body?—A. Yes.

Q. May we suggest that you should give them holidays?—A. I would be very glad if you would.

Q. What are the office hours now in your department?—A. The official office hours are from half-past nine to four.

Q. And how about men like Mr. Jones?—A. He is on duty until 6 o'clock every night.

Q. Then men are as a rule on duty as long as they are wanted?—A. Yes, I seldom leave before 6 o'clock and my secretary is always there.

By Mr. Fyshe:

Q. You seem to have a large number of clerks. Is there an absolute necessity for all of them?—A. We are very short handed in our department.

Q. Where is it located?—A. In the western block.

By the Chairman:

Q. Are all your offices in the western block?—A. Yes. I beg your pardon, we have an office in the Canada building.

Q. What office is that?—A. Mr. Walsh of the Trent Canal service, and Mr. Phillips, superintendent of the Rideau canal, have offices there.

By Mr. Fyshe :

Q. You say the office hours are from 9.30 to 4 ?—A. The official hours, but there are always a certain number remaining until 6 o'clock.

Q. I should think that you, being a man who had been trained outside under a different condition of things altogether, would be apt to be struck by the contrast with what you find inside ?—A. The point is this, Mr. Fyshe, that the other departments have the same hours and it would be invidious for us to exact longer hours from our staff. I hold the staff during the session of Parliament always until five o'clock, and a certain limited number by rotation until six o'clock every day.

Q. Do you find that a considerable number of your men are inclined to execute their work in a perfunctory sort of way?—A. No, they are all good men. They are hard-working, diligent and industrious.

Q. Do you not think that people who can measure their hours so exactly from day to day are more interested in passing the time than in doing their work?—A. That may apply to an odd one here and there, that I cannot keep my eye on.

Q. I can hardly imagine a man who is always watching the clock ?—A. They do not need to watch the clock, that is true. But the same rule applies throughout the services, and it would be invidious for us to exact longer hours than the other departments.

By the Chairman :

Q. You know that the Superannuation Act which formerly existed has been abolished?—A. Yes.

Q. You came in under the Retirement Act ?—A. Yes.

Q. That is to say the Government deducts five per cent of your own money and keeps it ?—A. Yes.

By Mr. Fyshe :

Q. That is rather a farce is it not?—A. All that is in it is that they retain 5 per cent of my salary.

By the Chairman:

Q. At 4 per cent ?—A. At 4 per cent.

By Mr. Fyshe :

Q. You could do it better for yourself ?—A. I could do it better than they, but still I am content to observe the rule.

By the Chairman :

Q. Would it not add stability to the service if the Superannuation Act were re-enacted ?—A. I think it would be a most valuable thing for this reason : that it provides a means of dispensing with the services of men who are growing too old or becoming inefficient in the service. As it is now, on the ground of humanity you are going to retain in the service men who are no longer fit to do any work because you cannot throw them out to starve.

By Mr. Fyshe :

Q. That is an argument from the convenience point of view ?—A. From the economic side. I think it is very essential that no corporation should throw out a man who becomes too old, to starve in the latter years of his life.

Q. That is on the ground of humanity ?—A. Yes.

Q. That is the strongest ground there is for the establishment of a pension or Superannuation Fund ? As as a matter of fact a superannuation or pension fund should not be regarded in the light of a gratuity at all. It is not a gratuity, it is deferred wages ?—A. Yes. We have adopted a provident fund on the Intercolonial Railway. That is to say, each employee contributes to the fund and the Government also contributes. It is a joint fund, there is no gratuity about it, and in the event of the death of the beneficiary, his heirs secure the benefit of his payments, whereas under the Superannuation Act his heirs receive nothing.

Q. That was a grave defect ?—A. That was a grave defect.

Q. In fact it tended to a great extent to annul the Act ?—A. Quite so.

By the Chairman :

Q. There is a Treasury Board minute of 1879 about the use of political influence by Government employees. Did you ever hear of it?—A. No.

Q. I think you had better get a copy of the minute. It lays down the principle that no officer should use political influence. By the mere use of political influence, *pro tanto,* he renders himself subject to dismissal.—A. I was inclined to issue such a circular to the men in the outside service.

Q. You had better find out about it. Mr. Jones would know all about it. The minute was adopted just after Sir John Macdonald came back to power and every officer in the Civil Service had to sign it. Do you find that men whether in the outside or the inside service, are inclined to use political influence and pass you by ?—A. I do not think so. I think the tendency is to bring pressure to bear upon me personally rather than to pass me by.

By Mr. Fyshe:

Q. Political pressure?—A. Yes. It is not undue at all. It is just having a politician make representations on behalf of a particular applicant.

By the Chairman:

Q. The Member would come to you?—A. Yes.

Q. Are your records in good order?—A. Yes.

Q. You have got very valuable historical records in connection with the early canals?—A. Everything.

Q. Are you going to turn them over to the archives?—A. No, we have to use them.

Q. But anything that is of a merely historical character relating to the early construction of the canals?—A. I am afraid we could hardly part with anything.

By Mr. Fyshe:

Q. What canals do not pay?—A. The canals are entirely free. There is nothing collected on them, except for hydraulic rents. The canals are entirely free and have been for years.

Q. I suppose it is a little outside of the scope of our inquiry, but have you any idea what the Government are going to do about the Georgian Bay canal?—A. No, that is a purely political matter at present.

Q. It is a feasible project, is it not?—A. It may be. I have not given it any study myself.

By the Chairman:

Q. You prepare maps in your department?—A. Yes. We prepare all the original drawings for construction work in the Department of Railways and Canals.

Q. There is a big map prepared in your department?—A. That is the railway map. I am proposing to turn that over to the geographer in Ottawa.

Q. Do you not think that the preparation of maps should be centred in the Dominion Geographer?—A. Undoubtedly, in the case of the general maps of the country.

By Mr. Fyshe:

Q. That would be very desirable, I think?—A. Yes.

By the Chairman:

Q. Coming now to the special lines of the work of your department. Does the Railway Commission report to you, and does that add to the work of your department?—A. Yes.

Q. Are you a department of review as to their work?—A. No. We receive their report and transmit it to the Governor in Council or to Parliament.

By Mr. Fyshe:

Q. What are the distinctive duties of the Railway Commission?—A. The Railway Commission, under the Railway Act, control all the detailed locations and plans of railway. They have control of the manner of a railway's construction, the regulation of the crossing of other railways and of highways and bridges, and of all things appertaining to the well-being of the railway in its physical condition. They have also control of the railway rates.

By the Chairman:

Q. Freight and passenger rates?—A. Yes.

By Mr. Fyshe:

Q. I presume that control is more nominal than anything else?—A. It is actual and is being enforced.

Q. Well, the rates they fix, I presume, are largely at the suggestions of the companies?—A. Oh, no, Mr. Fyshe. During the past year the Railway Commission compelled the railroads in the west to reduce their rates to a uniform rate of 3 cents a mile.

Q. But even that is a large rate?—A. It is a tremendous reduction on what they were receiving.

Q. They must have been gouging the public before that?—A. I do not think so, having regard to the settlement of the country.

Q. Three cents a mile in Ontario would be rather a high rate?—A. No, it is not a high rate.

Q. It might be a moderate rate of course in a country like the west?—A. You see the rates formerly had been from 3½ to 4½ and 5 cents in the west, depending a little where the lines were located. The Commission has given an order securing a reduction, and the railroads at once cheerfully accepted the Commission's decision and put in force the 3 cent rate universally. Now, they are rapidly changing the classification which is tantamount to a reduction of the rate, and they are also changing the rates.

Q. That is very scientific work. It is expert work?—A. The Railway Commission has its experts.

Q. I do not see how the Railway Commission are especially qualified to do this work?—A. They have experts in their service and they have an expert traffic officer.

Q. I suppose there is no more complicated thing in the business world than the classification of railway traffic?—A. I suppose there is nothing quite so complicated. I do not know of anything quite so complicated as traffic rates. Still the Railway Commission have been securing substantial reductions and they are doing a wonderful work for Canada.

Q. I suppose it is the universal admission now that free trade in railways is an absurdity?—A. I think it may be frankly admitted that it is, because it means a combination or pooling of interests.

Q. The operations of the Standard Oil People and the others show just what the thing would drift into?—A. Yes.

By the Chairman:

Q. The Railway Commission makes enquiry into accidents on railways?—A. Yes, into accidents and obtains a report upon them. The trouble is the Commission is too weak in numbers, it is over-worked.

Q. There are three Commissioners and they sit together?—A. They sit together, and they sit separately. They have control of telephone and telegraph rates.

By Mr. Fyshe:

Q. I see that the Commissioners are making enquiry at present into the telephone business?—A. Yes, they can start in on their own initiative or can take action at the request of the Minister of Railways and Canals. He has, in a number of instances, requested that they should take action.

By the Chairman:

Q. What do you do when complaints come in?—A. Turn them over immediately to the Commission.

By Mr. Fyshe:

Q. Would it not be an easier method of securing complete justice to the public, as against the control by monopolies, if there was a law simply limiting the dividends to the shareholders?—A. I do not think so, I think the only way to do is to have a proper inquiry by a competent board like the Railway Commission into the facts.

Q. It means a tremendous expense?—A. No.

By the Chairman:

Q. What is the nature of the constitution of the National Transcontinental Railway Board?—A. The National Transcontinental Railway Commission was created for the purpose of constructing the Eastern Division of the National Transcontinental Railway from Winnipeg to Moncton. It has its own staff, consisting of a Chief Engineer, and other officers and reports to the Minister of Railways and Canals. All

the plans of the Commission pass through our Department on their way to the Governor in Council. There is also a general scrutiny of all their accounts and papers, by our Department.

By Mr. Fyshe:

Q. Have you anything to do with the eastern section of the road?—A. Yes, that comes in another way. All matters appertaining to the construction and location and everything to do with the eastern division of the National Transcontinental passes through the Department of Railways and Canals. It is really a sub-Department of this Department.

By the Chairman:

Q. And as regards the western division how do matters stand?—A. The Government has appointed Mr. Schreiber, Chief Engineer to keep the Grand Trunk Pacific Company up to the requirements of the specifications, and to issue the necessary certificates for the protection of the bondholders. He has a limited staff in the field to watch and report to him the actual condition of the work.

Q. In the case of all contracts entered into by the Department of Railways and Canals, security is given?—A. Yes.

Q. And that security is turned over to the Finance Department?—A. To the Receiver General.

Q. Very expensive contracts will necessarily be made by the National Transcontinental Railway Commission?—A. Yes.

Q. Have their contracts been accompanied by securities?—A. Yes, they must be under the law.

Q. What kind of securities?—A. Cheques and money and bonds.

Q. Does the Transcontinental Railway Commission retain those securities?—A. I do not know what becomes of them, but I think they are turned over into the Receiver General.

Q. The control of the securities deposited for the due fulfilment of contracts made with the Transcontinental Commission rests with that body?—A. Yes; that is what they were created for.

Q. You have another important line of business in connection with the payment of the subsidies granted by Parliament for the construction of railways. The subsidies amount to $3,200 a mile in some instances and to $6,400 a mile in others, and are under your purview?—A. Yes. What happens is this: Once Parliament votes a subsidy for the construction of a railway the company first submits to us the plans and specification of the line that they propose to build. We have a specification setting forth the requirements which they must come up to. The company enters into a contract with the Government to build a railway up to that standard. The company furnishes its profiles and estimates of quantities, and they are verified by our engineering staff. If the company builds a railroad up to the specification they will receive, if the line has cost in excess of $15,000 a mile, a subsidy of $3,200 a mile. If it has cost $21,000 a mile the company receives $6,400 a mile.

By Mr. Fyshe:

Q. That is a big jump. The company may exceed the limit by only as much as the additional subsidy?—A. As long as they expend the amount required to produce the double subsidy they are entitled to it.

Q. Even if it is only one dollar over?—A. Yes.

Q. That is a pretty slack arrangement, is it not?—A. No; $15,000 a mile is the ordinary cost of railway construction, and for that a company will get $3,200. If the line costs $16,000 a mile they would get 50 per cent of the difference in excess, which keeps the cost of construction up to a point where, as a maximum, the subsidy becomes $6,400 a mile.

By the Chairman:

Q. They file their plans and profiles?—A. They file these with us and enter into a contract.

Q. And they file their contracts?—A. Yes.

Q. And then when the work is completed it is inspected by your engineers?—A. Yes; and our auditor audits their books.

Q. And not until all that has been done is the railway subsidy paid over?—A. That is right.

Q. After the matter leaves your department it is subject to the supervision of the Auditor General?—A. Yes, to the supervision of the Auditor General.

Q. Is there anything more you want to say about the railway subsidies?—A. No.

Q. How many people are employed in the service of the Intercolonial Railway?—A. 9,000 at the busiest time, between it and the Prince Edward Island Railway.

Q. And how many are employed on the canals?—A. About 3,000, including the staff of the department. It makes 12,000 persons under the control of the department.

By Mr. Fyshe:

Q. The benefit to the country from the construction and maintenance of these canals is indirect?—A. The benefit to the country of the canals is so immeasurable that I do not think anybody could put a value upon it in dollars and cents, because it regulates and controls the rates on all summer transportation. If you look at the difference between the rates in the winter and summer, it will give you an idea as to the value of the canals to the country.

Q. The United States gets the benefit of that value as well as ourselves?—A. It is for the same reason.

Q. But they get it from our canals?—A. Yes, they get it from our canals and their own canals.

Q. We do not get a corresponding benefit from their canals?—A. It is very difficult to tell. The action and reaction of rates throughout the continent of America is just like the fluctuations of a barometer. If the rates drop in the United States they will drop in Canada.

Q. It is quite evident there has been a great feeling throughout the world of late that canals have not been developed sufficiently. Germany has gone into canal construction wholesale, and England is only awakening to the fact that in that country canals have been neglected?—A. I had a visit from an English Royal Commissioner last fall who was looking into the canal question here.

Q. Is it not the case that people are now becoming more alive to the importance of canals?—A. Yes.

Q. And it is very much the same with the Americans. They seem to think that railroads are developed far enough in the States now?—A. The old standards of railway requirements have altered entirely in the last three years.

Q. They seem to think now the proper way is to develop the canals to take charge of the slow freight?—A. I have no doubt it would be a great relief if they do open up the canals. Our people who are supposed to take advantage of the canals have been slow in doing it. They have not built the boats nor have they established the facilities at Montreal at all commensurate with the requirements of the country. There is where the difficulty is: the spout is too small at that end.

By the Chairman :

Q. The head office of the Intercolonial Railway is at Moncton?—A. Yes.

Q. What is the length of the line?—A. It is about 1,445.92 miles, I think, and the Prince Edward Island Railway is 261.3 miles.

Q. In a railway of that magnitude the accounts would be rather intricate?—A. Yes, but they are not any more intricate than they are, for instance, on the Grand

Trunk Railway. They are equally as intricate, but the length of the railway has nothing to do with it.

Q. There are more stations and all that kind of thing?—A. The length of the railway has nothing to do with the intricacy of the accounts. There have got to be officials at the head of each of the sub-departments.

Q. In order to have a proper system of accounting on your Government railways which is very important, you recently appointed Mr. Shannon, formerly accountant of the department here, to a position at Moncton?—A. Yes, he was appointed Controller and Treasurer of the Intercolonial Railway.

Q. When you laid down the new system of accounting?—A. Yes.

Q. What is that system?—A. We have adopted the same system as is in vogue in the United States. It is the same system as the Inter-State Commerce Commission compelled the American railways to use.

By Mr Fyshe :

Q. You are speaking now of the general management of the Intercolonial railway?—A. Yes.

Q. Do you see your way to making any great improvements in that management?—A. Yes, we have got it.

Q. There is room for it, is there not?—A. We have got it; it is already here.

Q. The management of that line seems to me to be the most colossal blunder on the continent?—A. I am not going to say anything about the past, Mr. Fyshe.

By the Chairman :

Q. You are trying to do better?—A. Yes.

Q. You have now adopted the same system of keeping accounts that is laid down by the Inter-State Commerce Commision in the United States?—A. Yes, I will show you later a monthly statement which will illustrate how the accounting is done.

Q. Will you allow Mr. Bazin and Mr. Fyshe to go through your department?—A. Yes, I will be very glad for them to come and inspect our work.

By Mr. Fyshe :

Q. You were in the department when Mr. Emmerson was Minister?—A. It was Mr. Emmerson that brought me here. I came in during the last two years that he was Minister.

By the Chairman:

Q. Under the old system of accounting on the Intercolonial there was a certain amount of leakage. I see that St. Hyacinthe and one or two other places got into default?—A. Under the old system, as far as I could see, there were no true accounts; there were comparative statements only.

By Mr. Fyshe:

Q. There was no accounting?—A. No accounting. I will explain it to you when you visit the department. You will then be able to see for yourselves what is produced now and what was produced before.

Q. It was not thought necessary, I suppose, to engage expert railway men?—A. No; they simply kept up the old method they had carried on from the inauguration of the railway up to last year.

Q. The troubles were caused by amateur management mixed with politics?—A. It was rather a case of inertia.

By the Chairman:

Q. The chief accountant, Mr. Williams, was a thoroughly honest man?—A. A thoroughly honest man.

Q. He was a long time in the service of the railway?—A. Yes.

Q. Thirty years, I think?—A. Yes.

Q. And had done his work industriously and to the best of his ability?—A. Yes.

Q. That is to say, he found a system which he was not equal to control—A. I can say this for Mr. Williams and Mr. Pottinger, that it is a fortunate thing for the people of Canada that two such honest men were at the head of affairs there for the last thirty years.

Q. They are both without reproach?—A. Both without reproach. Either of these two men, under the old system of accounting, could have stolen any amount they liked, and nobody would have been the wiser had they not been honest men.

By Mr. Fyshe:

Q. I am glad to hear that?—A. Mr. Pottinger is a very conscientious, hard working man.

By the Chairman:

Q. You think that, under the new system of accounting, the leakages that occurred in the past have been stopped?—A. I think they have passed away. You will be able to judge for yourselves when you see the monthly statements that are now compiled.

Q. Do the several stations account daily to Moncton?—A. Yes, by telegraph; and they are checked up by travelling auditors at frequent intervals.

Q. And Moncton remits daily the receipts?—A. I think it pays into the Bank of Montreal.

Q. Everything goes to Moncton and then Moncton sends up here?—A. Yes.

Q. How long is it since Mr. Shannon went down to Moncton?—A. He was sent down last fall.

Q. He is a very capable man?—A. Very.

Q. Has he shown himself alive to the new situation down there?—A. Yes, he has proved himself to be thoroughly capable. He is justifying the opinion I formed of him.

Q. That he was just the man for the place?—A. He is young enough, active enough, and interested in his work, and is doing very well. He has had, of course, the benefit of expert technical advice from the gentlemen I have had revising the accounts.

Q. You had people revising the accounts?—A. Yes. We had the advantage of the advice of the gentleman who is at present the Controller of the Mutual Life Insurance Company of New York, and who was formerly Controller of the Chicago, Rock Island and Pacific system.

By Mr. Fyshe:

Q. What is his name?—A. Mr. Stephenson.

Q. A professional accountant, is he not?—A. Yes. He came here for the purpose of giving us his advice as to how the work should be done.

Q. Has he got actuarial capacity?—A. I do not know. I think he is getting now salary of $30,000 a year.

Q. You took advice from him, did you?—A. Yes. We employed a firm of expert accountants who were familiar with railroad work, and Mr. Stephenson was their expert. He came to Moncton and saw how the work was being done, and then he allotted it to Mr. Brown, who took general charge and who is in constant communication with Mr. Stephenson from time to time.

Q. When was that done?—A. The accounts started on the 1st of July last—this last fiscal year—were under the new system. It took three months to train the men so that we could transfer from one to the other without confusion. It has cost considerable sum for the expert service and the clerical staff.

Q. The changing of the books and everything?—A. The changing of the books and forms. Everything was obsolete that we were using and had to be changed.

Q. I suppose it was cheap at the money?—A. It has rendered it possible to turn a deficit of $1,500,000 into a surplus. That was the first year, and this year we have got a still better showing.

Q. It is too much to say that is due to changing the system of book-keeping?—A. That is true, but the new system enables us to judge intelligently where the money was lost.

By the Chairman:

Q. You have turned a deficit into a surplus?—A. Yes.

Q. Was that at the expense of increasing the capital account?—A. No, we paid out of capital this year money that was formerly charged to expenses.

By Mr. Fyshe:

Q. It seems extraordinary to have accomplished a great work like that?—A. As far as the Intercolonial Railway is concerned, the Deputy Minister—subject to the Minister's approval—is the executive head of the Government railway system.

Q. So he should?—A. Well he has to. The General Manager at present is rather performing the duties of a general superintendent. It is unfortunate that is the case, but such is the fact.

Q. Then we are to understand that the receipts of the Government railways are gathered together at the several stations as well as the receipts from other railways that have sold tickets, and are paid in?—A. Everything is turned in.

Q. To the Receiver General?—A. Yes.

Q. And as far as human devices can prevent it, there has been no leakage arising? A. No.

Q. Do you find that the Intercolonial Railway has suffered from the hostile scheming against it of other railways?—A. To some extent. The competition of the Grand Trunk and Canadian Pacific companies is very severe.

Q. But has it been a fair competition—I mean above-board?—A. I cannot tell that. I would not like to express an opinion.

Q. Because if the Railway Commission does not stop them from making special arrangements with shippers, such as some of the American Companies make, they might injure the Intercolonial to any extent?—A. I do not think there is anything of that kind going on. I think the railway men are afraid to attempt discrimination even if they have the desire to do it. The difficulties—of course it is fair and legitimate that the Grand Trunk diverts to Portland all the freight it can and the Canadian Pacific Railway wants to send all they can to St. John.

Q. You want it to go through to Halifax?—A. We want it to go through to Halifax.

Q. Of course, the Grand Trunk has the great advantage in being near the sea, but then for the lower Provinces freight they have got to break bulk for Portland?—A. Well, the lower Provinces freight they of course turn over to us at Montreal. They are bound to do so under their agreement with us.

Q. There used to be a good deal of Maritime Province freight carried on to Portland? A. That is all done away with.

Q. And to Boston also?—A. That is done away with almost entirely. The Intercolonial Railway has entirely diverted the flour trade of the Mariime Provinces from Boston.

Q. But of course they make very little on it?—A. We get nothing on it practically. It is the lowest freight paid in the world on that class of traffic.

Q. There has always been a continual wrangle about the rates on the Intercolonial Railway? A. People down there may not appreciate the fact, but they are getting the lowest freight rates of any railroad in the world.

By the Chairman:

Q. To come back to the question of accounts again. The Intercolonial spent on capital account in the year 1905-6 a total of $3,460,000?—A. Yes. Most of it was for new locomotives and cars, and things of that kind..

Q. Rolling stock cost $1,291,000 and steel rails and fastenings $350,000?—A. Yes.

Q. All this expenditure was made under contract?—A. Yes.

Q. And under the new system of keeping accounts the proper amounts charged would be the only amounts charged?—A. Yes, that is the only way to do it.

Q. What kind of certificates are rendered?—A. The principle of accounting throughout is this: All articles on the Intercolonial are received into stores and they are charged out on voucher from the stores department. The voucher is issued to the head of the department who sends it to the man who receives the goods and must put his O.K. on it. I will assume for the moment it is ties that are under discussion. The ties are checked by the tie inspector or the road foreman who receives the goods and he so marks on the voucher. The roadmaster of the district puts on his certificate that they belong to his district.

Q. Is that a proof that the ties have been put into the railway?—A. Yes, that is the only way you can get it, from the man who actually does the work. The head of the department, who would be in this case the engineer of maintenance, puts upon the voucher the number of the account to which it belongs and the auditor at the Audit Office then has a proper basis of charging. No auditor of course is competent to make a distribution of accounts; it must be made by the man who is responsible for the expenditure. That is the principle of the new system of accounting.

Q. How do you ascertain that new steel rails are wanted? Does the General Superintendent report?—A. That comes from the engineer of maintenance. He reports.

Q. Then does the General Superintendent concur in that?—A. The report goes to Mr. Pottinger who will concur in it. But even if he did not it would come, perhaps direct, to the Department.

Q. To what extent is there a check? Would you examine into the matter to find out whether new steel rails were required?—A. I do that under my own inspection.

Q. There is nothing charged to capital account or paid for except it was absolutely required?—A. No. For instance all the items set forth here in the Auditor General's report like that of increasing the accommodation. It is the fairest charge against capital account that can be made. The only question that is in this account that may possibly be open to some doubt as to its fairness in charging against capital would be the strengthening of bridges and the steel rails.

Q. Well we are appointed to enquire into the efficiency and sufficiency of the service?—A. Yes.

Q. And nothing shows the efficiency of the service to a greater degree that the ability to control expenditure?—A. Yes.

By Mr. Fyshe:

Q. What is the meaning of this item of increased accommodation?—A. It means the enlargement of the facilities of that station where they are increasing the yard accommodation and enlarging the shops.

By Mr. Bazin:

Q. You must require a large amount of stores?—A. Yes.

Q. Of coal and other things?—A. You will see if you get my report of last year, the value of the stores that we always carry. We always are practically up to the full limit of the stores needed.

Q. They are bought by tender, I suppose?—A. They are all bought by tender and the contract goes to the lowest tenderer, except in a few rare instances where the re-

sponsible officer says that he wants some specific article. Then in that case we do not call for tenders.

By the Chairman:

Q. There was a large capital expenditure on account of canals amounting to $1,500,000?—A. Yes, that expenditure is going to continue, I am afraid.

Q. That seems to be rather a continuous expenditure?—A. That is going to increase because the Trent Canal is now being finished and a contract has been made for the construction of a canal from Holland River to Newmarket.

Q. The contracts let all come under your department?—A. Yes.

Q. They are inspected by yourself?—A. I always make an annual inspection and settle with the engineers, going over the ground, what is the least we can do in each year because the engineers always want to do a great deal more than we will care to ask of Parliament, and what is necessary to be done is done. The expenditure is of course growing. A great deal of the construction that was done on the works in the first instance was of a somewhat temporary nature—wooden construction and so on—and we are replacing that now in any changes that have been made by concrete, so the work will be permanent. I hope ultimately in that way to reduce the maintenance charges. While the changes are being brought about it costs considerable money.

Q. In the case of both your railways and canals the estimates are prepared from returns sent in by the district engineers and the superintendents and revised by yourself?—A. Yes.

Q. The 9,000 employees on the Intercolonial Railway are distributed among the several departments—the mechanical department, the stores department, the maintenance of ways, and so forth?—A. I might enumerate from the top: The general manager's office, the accounting department, the stores department, the maintenance of way and works, the maintenance of equipment and the conducting of transportation.

Q. And these 9,000 people are of all sorts and conditions, from trackmen up to general superintendent?—A. Yes, up to the general manager.

Q. Who has the appointment of trackmen, say from Lévis to Fraserville?—A. A roadmaster would have a general supervision of the forces, say from Rivière du Loup to Chaudière Junction, and then another roadmaster from there to Montreal. The roadmaster holds the foreman of the track responsible for his carrying on the work properly. The men are appointed generally on the recommendation of Members of Parliament in the case of vacancies. That is to say, a man must be a good man. He must be able to make good or he is dropped from the service. But when the vacancy comes the Member in whose county the vacancy occurs has the say as to who shall succeed.

By Mr. Bazin:

Q. Do you not consider that objectionable?—A. Well, it has worked out fairly satisfactorily. I believe we have the best force of trackmen on the Intercolonial that there is in Canada.

By the Chairman:

Q. Despite the political appointments?—A. Despite the political appointments. That is not my own opinion alone. I had a railway expert, a short time ago, come over to give me a confidential report on the Intercolonial Railway for my own personal information. Major Hynes, one of the most competent men on the continent to express an opinion on such matters, spoke in that way of the trackmen on the Intercolonial, and he knows conditions, not only in Canada, but in the United States as well. So it has worked out satisfactorily in that regard.

SIONAL PAPER No. 29a

By Mr. Fyshe:

Q. Let me tell you a little incident that I observed while travelling. I was seated e car at Lévis looking out of the window and noticed some men who were working on the platform. I think they were going to make a cement sidewalk or some-g?—A. These were not section men. They would be men employed by a con-or.

Q. It seemed to me that they were railroad men?—A. No.

Q. I watched those men, and it was amusing. One fellow would take a wheelbar-full of stuff that had been shovelled by two or three men, walk about twenty yards it, tip it up and walk back for it to be refilled. In the meantime the other two standing around waiting until the other fellow brought back his wheelbarrow. ıad nothing to do until the wheelbarrow was filled again. What struck me was the rely way the thing was done. No sort of energy was displayed?—A. Those were Government men, they were employed by some contractor.

By the Chairman:

Q. Considering the method of appointment, is there a tendency to appoint more ɪmen than the railway requires?—A. No; that is regulated by the engineer of ıtenance.

Q. What about the appointment of station masters?—A. Those are all fixed under greement with the Brotherhood of Telegraphers.

Q. And the telegraph operators?—A. The same thing applies.

Q. Are they appointed politically on the recommendation of the Member for the ·ict?—A. No. I might just explain. There are a certain number of men, of course, resent filling all the positions, and, under a convention or agreement with the er of Telegraphers, we agree not to take on more than fifty students in telegraphy the whole system in any one year. If there is a vacancy in any particular posi-owing to the departure or death of an operator, there is always a man available the place. It is advertised among all the men on the road, and they have the right election according to seniority and ability. The superintendent is the judge of r ability and the records show their seniority, so the appointments to the vacancies filled under what you might call a perfect civil service rule.

By Mr. Fyshe:

Q. Does it require much skill to display efficiency as a telegraph operator?—A. ; it requires a certain degree of skill, because they have to acquire a knowledge of ɛ-keeping methods and station business generally.

Q. The work is mechanical in its character?—A. Except in the hunting for busi-ɜ. One agent will show an aptitude for getting business and another one will not.

By the Chairman:

Q. It does not follow that the station master, say at St. Flavie, is appointed on recommendation of the Member?—A. No, he has nothing to do with it.

Q. What about the appointment of engineers and firemen?—A. In the first in-ıce, a fireman or a trackman is liable to be appointed on the nomination of some itical friend, but once he is appointed he has to make good. He joins the Brother-d immediately and works up step by step.

Q. After appointments are made to the Intercolonial the influence of politics ses?—A. It has to cease in the Brotherhood.

Q. How many employees of the Intercolonial are there in Moncton?—A. I should lge between 1,200 and 1,500.

By Mr. Fyshe:

Q. Who is the head official there?—A. Mr. Pottinger, the General Manager.

Q. He is on the road most of the time?—A. No, he is not on the road very much. The superintendent at Moncton is Mr. Jarvis, he has the division from St. John to Halifax.

By the Chairman:

Q. All your shops and stores and everything are concentrated at Moncton?—A. No, we have shops at Rivière du Loup, St. John, Halifax, Mulgrave, and Sydney, but the principal shops are at Moncton.

Q. And the majority of the employees, are they appointed politically or do they come under the Brotherhood?—A. They belong to Brotherhoods, but they all enter the service in the first instance, I fancy, on the nomination of some Member of Parliament.

Q. As a rule all these men have had long service?—A. Yes.

Q. And you have found it desirable in order to make the service efficient and to get rid of the aged employees, to establish a system of pensions?—A. Yes, we call it a Provident Fund, because pension predicates almost that the man is paid the whole amount by one party, whereas in the case of the Provident Fund on the Intercolonial the men contribute dollar for dollar.

By Mr. Fyshe:

Q. A Pension Fund is a mere name but the idea of course is the same?—A. This is a Provident Fund; we call it so for that reason. We object to the use of the word "pension" on account of the suggestion that the Government contributes the whole amount.

By the Chairman:

Q. Is it a fund towards which the Government contributes an equal amount with the men?—A. That is the point.

Q. How can a man become a beneficiary of the fund?—A. That is all laid down in the Act providing for the creation of the fund.

Q. There is a fixed age, I suppose?—A. A fixed age, and there are other conditions as well.

Q. Does the beneficiary receive an annuity?—A. Yes. He pays one and a half per cent on the average pay he has received for the past eight years. We first get at his average salary for the last preceding eight years. That is multiplied by the number of years of his service and that by 1½ per cent, and that fixes his annual payment.

Q. Supposing a man is killed, or dies prematurely, would his widow come under this Provident Fund?—A. The widow would get the benefit of what her deceased husband had paid into the fund without interest.

Q. The widow would get the benefit of his contributions only?—A. Yes.

Q. And in the event of his resignation?—A. I have forgotten what the provision is in the event of a man's resigning. I think there is a provision for withdrawals from the fund.

Q. Supposing there are children, would they get anything?—A. Yes, they would come in as beneficiaries. You ought to have the Act before you to properly comprehend the scheme as the provisions are somewhat lengthy.

Q. This pension fund applies to the 9,000 Government Railway employees?—A. Yes.

Q. You said that in your office and on the canals there were 3,000 other employees?—A. Yes.

Q. No provision in the way of the Provident Fund has been made for the canal employees yet?—A. There is nothing for them.

Q. Do you contemplate doing anything for the lock-masters?—A. We have not thought of it, because they did participate and ought to participate, in any Superannuation or retiring allowance.

Q. At the beginning the Superannuation Act did apply to them?—A. It applied all lockmasters.

Q. After a time the Governor in Council, under the authority of an Act revising ıe clauses of the Civil Service Act, excluded the lockmasters from participation in s benefits?—A. Yes.

Q. So the lockmasters at present do not get anything?—A. They get nothing.

Q. But the lockmasters appointed prior to 1880?—A. They get their superannuaon.

Q. Like any other Civil Service employee?—A. We would have possibly one to wo or three a year now.

Q. The few lockmasters that still remain are set out in the Civil Service list at ages 190, 191, 192?—A. Yes.

Q. These were apopinted in 1860, 1870 and 1880 apparently?—A. Yes, there have een no new appointments.

Q. When they pass away no lockmaster will have the benefit of any retirement und?—A. None whatever.

Q. Or any other employee in the outside service connected with the canals?—A. ٧o.

By Mr. Fyshe:

Q. What amount does the Government contribute to the Provident Fund for Inercolonial Railway employees?—A. The amount is not to exceed $100,000 under the)resent Act.

Q. $100,000 would not go very far?—A. It will go much further than we require. We will not require above $35,000. The Act allows the railway to take out of the gross earnings a sum not exceeding that much per year.

Q. It must be equal to the amount contributed by the employees?—A. Yes, and hat will not exceed $35,000 a year.

Q. It is better than nothing?—A. Yes

By the Chairman:

Q. To revert again to the employees on the canals there is no system in existence present by which a disabled lockmaster can be retired?—A. No. Nor is there any stem by means of which we can contribute towards their support.

Q. If a lockmaster, for instance, tumbles into the canal and is injured or contracts e ailment known as hernia from handling the machinery, there is no means of dog anything for him?—A. There is no means of doing anything for him at all.

By Mr. Fyshe:

Q. The Government simply shunts him?—A. We have to keep him in the service.

By the Chairman:

Q. Even if he is useless?—A. Yes.

By Mr. Fyshe:

Q. Is that not all wrong?—A. Yes, I think there should be provision made for iring these men.

Q. Why should not the Provident Fund apply to the canal employees?—A. It is other branch of work and the same rules should not apply to them as to the railıy men, anyway.

By the Chairman:

Q. Does the Provident Fund apply to the Prince Edward Island Railway?—A.) all Government railways.

Q. You have large quantities of stores?—A. Yes.

Q. Of coal and ties and all that?—A. Everything that goes to make up a railway.

Q. The ties are spread all along the track?—A. Yes, about 700,000 a year is what we require.

Q. In the beginning how are they requisitioned for?—A. The first thing done is the engineer of maintenance submits his requisition showing how many he requires and where. On that requisition authority is issued from my office to the general manager to publish an advertisement inviting tenders for the ties at the points named and in the numbers named. Then if the tenders received appear reasonable they are accepted. If not we make an offer for a somewhat less price than they have been able to buy them at a figure somewhat below the tender price. I am afraid, however, that next year we are going to pay more.

Q. Prices have increased?—A. They are advancing very fast.

By Mr. Fyshe:

Q. They are increasing above the price you want to pay?—A. Yes.

Q. They are increasing all the time?—A. Yes.

Q. Some railways have been making efforts to find a substitute for wood and they have tried steel?—A. Yes, and concrete.

Q. And steel would not do?—A. Steel ties are giving a fair measure of satisfaction, but they cost so much.

Q. It is said they do not have the same grip of the ground ?—A. I do not think there is any difficulty of that kind. I think it is only the cost that is the serious item.

By the Chairman.

Q. Care is taken to procure ties by tender and at the lowest possible rates?—A. Yes.

By Mr. Fyshe.

Q. You get ties for a less price in Nova Scotia than you can get them for up here?—A. Yes. We obtained one lot of ties at about 24 cents for hemlock, 29 cents for Princess pine and 30 cents for cedar. At that very time the Grand Trunk were paying 40 cents for cedar, and 38 cents for Princess pine.

By the Chairman.

Q. Coming to the coal business. How do you ascertain what coal is required and how do you ascertain about getting the supply ?—A. Well, last year we called for tenders and after the tenders were received I met the representative of the coal mining companies and fixed a price which was below the tender and after some negotiations they accepted the reduced price.

By Mr. Fyshe.

Q. How can you do that?—A. We negotiated with them. There was apparently a combination between the coal men and we put up a counter proposition which they accepted.

By the Chairman.

Q. They formed a combination and you said "I will give you so much"?—A. Yes.

By Mr. Fyshe.

Q. That seems to me to have been rather clever?—A. It means $100,000 a year pretty nearly to the Intercolonial.

Q. On coal only?—A. Yes.

Q. Where do you get the most of your coal ?—A. We get it from all the mines in ova Scotia and New Brunswick. We divide it up among the mines according to eir capacity to supply and the quality of the coal.

Q. Do you get a good deal from Springhill?—A. Yes, we get from 80,000 to),000 tons a year. We also get a good deal from the Dominion Coal Company.

Q. Which kind?—A. No. 1 is the kind we specify. I do not suppose we always et No. 1 but it is very good coal.

Q. You are not so afraid of sulphur?—A. We keep it out.

Q. It does not make such difference in value, does it?—A. High sulphur coal is pt to be very clinkery coal, to carry a lot of clinkers with it. We have had both hysical and chemical analyses made of all the coals, and we have a list of them.

Q. The Intercolonial Company's coal is good, is it not ?—A. Very good. The ntercolonial Co. gives us 40,000 tons a year and the Acadia about 50,000 tons a year hen there are a lot of small mines.

Q. The Nova Scotia Coal and Steel Co. has the best coal in Nova Scotia?—A. hey have good coal but we did not get it from them last year because they refused o accept our amended offer.

Q. I presume you know they have had the advantage of the highest market in Nova Scotia for generations?—A. It is very good coal. We bought last year about 0,000 tons from the Inverness Company. It is a splendid steaming coal, the only rouble being that you have got to watch the blast and reduce it. It is a good flaming nd burning coal and all goes to ashes without any clinkers at all.

Q. Does it not contain a lot of sulphur ?—A. No, the sulphur is got out.

Q. There used to be?—A. It was very bad for a while.

By the Chairman.

Q. I suppose the coal tendered for is spread over the line of railway?—A. Right hrough. We specify the amounts and the places and in order to guide the coal men n making their tenders I told them they could figure on their coal being hauled at quarter of a cent a ton a mile from the mine to the place where it was required and hey named the price delivered at that place.

Q. Roughly speaking you consume how many hundred thousand tons of coal?—A. About 480,000 tons a year.

Q. You distribute this 480,000 tons pro rata among the mines?—A. Yes, as fairly we can.

Q. Without regard to politics?—A. There is no politics in a mine.

By Mr. Fyshe.

Q. You do not take any delivery of coal in Montreal do you?—A. No. We take at Drummondville. We take delivery at Levis. We have a pier there where vessels an unload, and it is hauled to Drummondville and down to Riviere du Loup.

Q. You take delivery at Rivière du Loup?—A. At Lévis for Rivière du Loup and Drummondville as well as Chaudière Junction.

Q. And of course you take delivery at Halifax and St. John?—A. Yes.

By Mr. Bazin:

Q. How does it come to Lévis?—A. By steamer. Steamers cannot get into ivière du Loup.

By Mr. Fyshe:

Q. Do you use any of the Joggins coal?—A. About 30,000 tons a year.

Q. Is it good coal?—A. Fairly so.

Q. Do you take delivery at St. John?—A. No; probably at Moncton and Truro, nd possibly a little above that.

Q. At the nearest point to the railroad?—A. At the nearest point to the mine, so as to cut down the cost of hauling.

Q. Is that mine making money now?—A. I do not know.

By the Chairman:

Q. Is there any inspection of the coal afterwards?—A. Yes; we have an inspector at the mouth of each mine from which the coal is shipped.

Q. Those are your own inspectors?—A. They are our own inspectors. They are generally selected from old miners who have had experience at the sorting tables.

Q. None of the inspectors have been bought up by the coal companies?—A. I do not think there is any danger of that. The inspectors struck me as men of exceptional character and ability. The only thing which surprised me is that we should get their services at the wages we are paying them.

Q. Were good men quitting the service of the Intercolonial before the provident fund was inaugurated?—A. We were losing a good many of the younger and active men.

Q. Were they going westward?—A. They were going to the Canadian Pacific, to the Canadian Northern and to the Grand Trunk.

Q. And by your provident fund you think you have given stability to the service?—A. I think it has helped enormously. I know there is a much better feeling among all the men since the inauguration of this provident fund.

By Mr. Fyshe:

Q. You think there is a better feeling?—A. Yes; the skilled mechanics in particular were going formerly.

Q. The Canadian Northern people are becoming a factor in the railway problem, are they not now?—A. Yes, they are becoming so rapidly.

Q. They are reaching around to get hold of good men wherever they can find them?—A. Yes.

By the Chairman:

Q. That reminds me of the fact that the former law clerk of your department, Mr. Ruel, left the service?—A. Yes, for increased salary.

Q. To become assistant law clerk to Messrs. Mackenzie & Mann?—A. He is assistant solicitor to Messrs. Mackenzie & Mann.

Q. How much did you pay him at the time he left?—A. I think $2,400.

Q. And he is getting $5,000 now, is he not?—A. I do not know what he is getting, but it is a very much better salary.

Q. The tendency throughout the service now is for good men to be bought up?—A. There is no doubt about it.

Q. And, as an element of stability, it would be better to re-enact the former Superannuation Act and extend the pension system as much as possible?—A. I should think the Government should do that in order to hold skilled and well qualified men.

By Mr. Fyshe:

Q. I would not call it a Superannuation Act. It was so defective it is probably a good thing that it was abolished so that a better law might take its place?—A. I was going to say that I believed the deputy head of a department, who has the responsibility for conducting the work, ought to be allowed to pay the qualified men salaries that will hold their services and that will compare favourably with the stipends earned by other men doing similar work in commercial life. I believe the Government ought to be able to pay as well as any private corporation for similar services.

Q. But not better?—A. Not better.

By the Chairman:

Q. This idea of the gradation of classes, in your opinion, is a mistake?—A. It ndoubtedly a mistake.

Q. The deputy head has very often to disregard it?—A. You cannot help doing it ome extent.

By Mr. Fyshe:

Q. You are not apt to get as effective service from men in the Government service) are not under as rigid drill as men in outside services are?—A. I have had for last thirty years a pretty hard experience in commercial enterprises, and I am ding certain men work harder, or just as hard, in the Government service as they r did for any private or public corporation.

By the Chairman :

Q. And they are perfectly willing to do it?—A. And they are perfectly willing to it.

Q. The men you are brought into contact with in the Government service are con-ntious?—A. They are faithful and good men. I do not think salary keeps a man ny great extent. He does his work because he has a pride in it.

By Mr. Fyshe :

Q. That kind of man always does; I entirely agree with you there. At the same e even the right kind of man, the man who loves his work, when he comes to think the material side of life is struck with anything in the shape of injustice?—Yes, of course.

Q. And if that enters into his mind and sours him, you know he is a ruined man?—I think the Government secures service for less money than any private corporation d.

Do they get as effective service?—A. Yes, and more so than any private corpora-

By the Chairman :

Q. Generally speaking the Government gets effective service?—A. For less money they do in private life. I do not know whether it is a weakness in human nature makes men want to work for the Government. I presume there is something of kind in it.

By Mr. Fyshe:

Q. I take the ground that you produce a better type of man in the service of orations than you do in that of individuals?—A. And in the same way the Gov-ment does.

Q. I was going to say that I was struck with the fact that men who sometimes er the public service as bitter political partisans become so devoted to the service the country they cease to become influenced by political considerations. People in to feel that they are not working for some selfish interest, but for the good of whole community. That may be the reason of the change?—A. I do not know as what.

Q. At the same time, of course, it does not eliminate that large fraction of man-d who do just as little as they can?—A. No. Of course you will always find in or 300 men a couple of drones.

By the Chairman:

Q. Reverting again to the matter of stores, there is a certain quantity of oil you chase?—A. We buy oil for the lubrication of the road. A contract is entered into h the Galena Oil Co.

Q. Do you buy by tender?—A. By tender, although to-day and for the future it will always be a question of holding them up to see how much we can make them reduce the price. There is nothing to be gained by asking for tenders because there is practically only the one company that is able to perform the duty in the manner in which this company has done it. They guarantee that the cost per engine mile, per passenger car mile, and per freight car mile, shall not exceed a certain maximum. Then they charge from month to month the oil at a certain price per gallon. If the quantity used exceeds the guarantee it is refunded to the Government at the end of the year. It is a perfect system and it has this effect: They send on the railway, and keep constantly employed, an expert who is educating and training the men to lubricate the cars and engines with a minimum quantity of oil and they are working at it all the time. This company has practically a monopoly of the railway lubrication all over the world.

By Mr. Fyshe:

Q. It is subsidiary to the Standard Oil Company?—A. Yes.

By the Chairman:

Q. Then I see there is an immense amount of cotton waste?—A. There is some that is purchased by tender.

By Mr. Fyshe:

Q. Does this company sell oil to the British railroads?—A. Yes. They have not secured the whole of Europe yet, but they have secured 95 per cent of the railroads in America.

Q. Somebody called my attention a short time ago to a curious development in the oil trade. You know there is a Scotch oil that has been produced from shale for several generations? I think you have heard of it?—A. Yes.

Q. Some years ago I was under the impression the Scotch got knocked out by the Standard Oil Company, but recently there have been some great chemical discoveries made in connection with this shale and the Scotchmen are now able to produce oil that they are able to give away?—A. On account of the by-products.

Q. Is that not singular?—A. Yes.

By the Chairman:

Q. I suppose, on account of local environment, a good deal of the printing in connection with the Intercolonial Railway is done close at hand?—A. Some of it in the Maritime provinces, of course, but it is all under supervision.

Q. The railway tickets, for example?—A. They should be printed down there.

Q. Are they printed at the Bureau?—A. No, they are printed at Montreal.

By Mr. Fyshe:

Q. Who does the most of your printing?—A. It is scattered all over.

Q. Who prints the railway tickets?—A. I have forgotten the man's name, he has done it for years. He has an equipment for that purpose. He has a special machine for the work and there are only one or two people who can do it.

By the Chairman:

Q. There were certain payments made last year, I see, to the newspaper press. What was it for?—A. Posters and time cards.

Q. The accounts for printing done for the Government railways are reviewed by the King's Printer?—A. They are all reviewed by the King's Printer.

Q. And if he regards the rates as excessive, he cuts them down?—A. I may say that all the printers are kicking against his rates. Some of them are refusing the

privilege of allowing us to change our advertisements, claiming that the rates fixed for printing in newspapers are too low.

By Mr. Fyshe:

Q. Do you have much correspondence in the department?—A. I think there are about 200 letters going through the secretary's hands per day. I think my personal correspondence averages about 60 letters a day, in and out.

Q. Do you have much difficulty in deciding what answer should be given to these different letters?—A. I have to decide as quickly as I can, because there is not much time.

Q. It is often a matter involving fine judgment?—A. Every one of them, as a rule, is a matter of fine judgment. That is the standard I must be measured by.

Q. And when it is a matter of that kind you have to sit and think for a while?—A. I have to think quickly to get through the work. Some of them are very troublesome problems.

Q. If you do a thing mechanically you can do it quickly?—A. There is no work in my department that can be done mechanically. A matter that has not been referred to so far is the work in connection with the Quebec bridge. The whole of the conduct of that work has fallen under our department. The inspection, approval of the plans—thousands of sheets of drawings are all approved in our department after examination by us—and the checking of the cost of the work. Our auditor has just returned from Quebec after having been at work there auditing the accounts. The inspecting engineer makes a monthly visit, and a man over in Pennsylvania makes a monthly report showing the progress of the work. All that work comes under our department, and other works of a similar nature that may be undertaken in the country.

Q. That is highly scientific work?—A. Of course.

Q. Needing a great deal of care?—A. Needing a great deal of care and a great deal of experience. The class of work to keep track of and render decisions from time to time is very important.

Q. The Quebec bridge is going to be one of the great bridges of the world?—A. It is the greatest bridge in the world by a 100-foot span.

Q. Is it longer than the Forth bridge?—A. One hundred feet longer than the Forth. I do not know whether it follows along the line of your investigation, but the Minister this year was anxious to make somewhat a review of the work of the department, and at the last session of Parliament, in a statement to the House, he indicated the progress of the department for the past ten years. In that time over $24,000,000 have been added to the cost of the canals, 5,131 miles of railway built, and subsidies to the extent of $15,330,000 paid towards the construction of railway lines.

Q. I would like to have it made clear that there is going to be a big improvement in the conduct of the Government railways?—A. That goes without saying, Mr. Fyshe. The changes in the last nine months have resulted in a larger surplus of earnings over expenses than at any period in the history of the railway.

Q. It is a great human achievement to run a big railway like the Intercolonial, and run it to perfection?—A. Yes, but what is perfection in the case of the standard that is applied to the Intercolonial Railway?

Q. I mean to say it should be run for the least possible money and made an efficient machine all around?—A. We have got the most efficient railway in Canada, the best roadbed and best passenger service you can find in Canada to-day; and we are doing the work for practically 50 per cent less than it costs the other railways. That is to say, we are taking out of the customers of the railway not much more than one-half of what the other railways are taking.

Q. What do you mean by that?—A. We are not charging the customers for the use of the railway much more than one-half the other railways are. Our freight rates

are much lower, our passenger rates are much the same for a short haul, but for long hauls they are lower; and we are paying our men as good wages as the other railways, and keeping our standard up to the highest pitch.

Q. I hope you have dropped off the deadheads?—A. I do not think there are as many free passes on the Intercolonial Railway as there are on any other railroad.

Q. I was reading in the press that there is a bitter feeling against some of the principal railways in the United States, notably the Pennsylvania Railway, since they knocked off the deadheads?—A. That is doubtless true. We have dropped them all from the Intercolonial.

Q. At one time, I suppose, there was not a man connected, directly or indirectly, with the State of Pennsylvania that had not a free pass on the railway?—A. It is a hard thing to get passes now on the Intercolonial Railway.

Witness discharged.

DEPARTMENT OF RAILWAYS AND CANALS.

CIVIL GOVERNMENT.

Fiscal Year ended June 30, 1906.

	Grant.	Expenditure.
	$ cts.	$ cts.
Deputy Minister and Chief Engineer	6,000 00	6,000 00
Secretary—Chief clerk	2,700 00	2,700 00
Accountant—Chief clerk	2,500 00	2,500 00
Chief clerk—Records	2,250 00	2,250 00
" Correspondence	2,000 00	2,000 00
" Law clerk	1,975 00	1,975 00
"	1,900 00	1,900 00
10 First class clerks	17,100 00	17,087 50
6 Second class clerks	8,000 00	7,475 00
10 Junior second class clerks	9,675 00	8,612 50
Allowance for private secretary	600 00	600 00
Total permanent staff 33	54,700 00	53,100 00

TECHNICAL OFFICERS, EXTRA CLERKS, &C.

	Grant.	Expenditure.
	$ cts.	$ cts.
9 Technical officers 16 Extra clerks 4 Messengers	31,800 00	27,115
10 Extra clerks, copyists, &c	4,000 00	3,776
39 Total extra staff	35,800 00	30,891

NAL PAPER No. 29a

Permanent Staff.

For the Fiscal Year 1890 to June 30, 1891.

	Grant.	Expenditure.
	$ cts.	$ cts.
ead—T. Trudeau	4,100 00	5,255 82
ineer, Canal—Jno. Page	6,000 00	500 00
" Railways—C. Schreiber	6,000 00	6,000 00
of Dept.—Chief clerk	2,800 00	2,800 00
ks	4,600 00	4,612 50
s clerks	14,650 00	14,650 00
"	12,000 00	8,408 33
"	5,600 00	6,271 66
rs	1,300 00	1,000 00
for private secretary	600 00	571 66
Ass't. "	300 00	280 00
	57,950 00	50,349 97

Extra Staff, 1890-1891.

	Expenditure.
	$ cts.
al officers	23,706 06
erks	16,643 46
essengers	592 00
Total 51	40,941 52

Civil Government.

Fiscal Year ended 1891-1892.

	Grant.	Expenditure.
	$ cts.	$ cts.
nister, secretary Railway commission and chief engineer of Canals	6,000 00	6,000 00
neer of Government railways	6,000 00	6,000 00
y of Department—Chief clerk	2,800 00	699 99
erks	4,600 00	4,712 50
ss clerks	14,900 00	14,900 00
class clerks	14,425 00	10,098 54
ass clerks	5,012 50	5,131 62
for private secretary	600 00	460 71
for Assistant secretary	300 00	
ers	1,300 00	1,000 00
Total permanent staff 34	55,937 50	49,003 36

AL Officers, Extra Clerks, &c., employed in Department at Ottawa and paid out of various appropriations during fiscal year ended June 30, 1892.

	Expenditure.
	$ cts.
al officers	19,991 35
lerks	22,870 61
nessengers	967 83
Total extra staff 60	43,829 79

RETURNS CALLED FOR BY HOUSE OF COMMONS AND PUBLIC ACCOUNTS COMMITTEE.

Year.	No.
1892	36
1906	102

Cheques Issued and Signed at Ottawa.

Year.	No.
1891-2	4,292
1905-6	12,726

Comparative Statement of Correspondence.

	1892.	1906.
Incoming	8,784	13,988
Outgoing	5,387	13,303
	14,171	27,291

Comparative Statement of Correspondence.

—	In.	Out.	Total.
1892.			
Railways	3,599	2,232	
Canals	5,185	3,155	
	8,784	5387,	14,171
Average per month			1,181
1906.			
Railways	8,070	8,316	
Canals	5,918	4,987	
	13,988	13,303	27,291
Average per month			2,274
1907 (4 *months*).			
Railways	3,022	4,527	
Canals	2,015	1,773	
	5,037	6,300	11,337
Average per month			2,834

MEMO. *re* Departmental work increase as due to,—

1. The Transcontinental Railway, and the
2. Grand Trunk Pacific Railway,

entailing examination and approval of plans and specifications, the awarding of contracts on the Government part of the works, and the appointment of officials, &c.

3. The Quebec Bridge,—involving plan examinations and approval, inspections, reports and payments.

4. The awarding of all contracts by Order in Council.

5. The necessity for approval, by the Minister, of railway route maps, involving arrangements for hearing objections and such incidental correspondence.

6. The duplication of all out-going letters, for filing purposes.

7. The demands for information arising out of the rapid development of the country, especially in Western Canada, and the greatly increased correspondence with the public in connection with the general business of the department.

MEMO. *re* Increase of work in the Legal Branch of the Department of Railways and Canals since 1892.

In 1892 and for some years subsequent to that all the legal work in connection with the Government Railways—*i. e.* with respect to deeds, leases, contracts, agreements, litigation, claims, legislations and necessary legal advice—was done either at Moncton or through the Department of Justice.

Since 1900 all this work—except with respect to the obtaining of deeds of lands and litigation—has been done in the Law Clerk's Office of the Department, the Justice Department acting as legal counsel where their advice has been sought.

In connection with the Government canals the work done in the Law Clerk's Office in 1892 and for some years subsequent to that date was practically all done under the supervision and responsibility of the Justice Department. Since 1900 the legal work in connection with the canals has been done in the Law Clerk's Office—except with respect to obtaining of deeds of lands and litigation—the Justice Department advising as legal counsel whenever such advice was sought.

Since 1900 the work in the Law Clerk's Office has more than doubled and since 1892, has, probably increased fourfold.

In 1901 the staff of the Law Clerk's Office was increased from four to five, an assistant law clerk being appointed.

The law clerk and assistant law clerk of the department since 1901 have been acting as general solicitors for the Government Railway, legal advisers of the Department touching all railway legislation, both public and private, have been called upon to prepare and draft the greater part of the Government legislation with respect to railways *e.g.* the preparation and draft of the new General Railway Act in 1903 was all done in the Law Clerk's Office, as well as the several amendments thereto, and have been acting as legal advisers of the Department in all matters touching the construction, maintenance and operation of the Government canals.

May 29, 1907.

the Commission a document which will show. I think I have shown there how we can live on $45 per month.

(Memorial of the employees of the Lachine Canal read.)

A. (Continued.) When the canal is not open we have to have men at each lock to be on watch, he has to be there for twelve hours, and for this we do not get any extra pay—that is when the canal is not open, but still a man has to be there all day. He has to be there and keep everything in order although he is not working, and is simply acting as a watchman.

By the Chairman:

Q. One question about this—all you gentlemen are paid for the year round, for twelve months?—A. No, sir, only the bridge master is paid the whole year round, because he has to mind the bridge all winter and keep it in order, but all the rest are only working seven months in the year.

By Mr. Fyshe:

Q. What do they do the rest of the year? Do they scratch for a living?—A. Well, we try to do the best we can.

By the Chairman:

Q. That is to say, the motorman and all the assistants are paid for only seven months?—A. Yes, sir.

Q. And these people that you compare wages with, carpenters, plumbers, are they employed all the year around also?—A. They are generally employed all the year around, they can never get enough of them.

Q. Bricklayers would not work in the winter?—A. They do inside work in the winter and they are at outside work, too.

Witness retired.

Mr. JOSEPH GIROUX recalled.

By the Chairman:

Q. How did all you people get employment in the beginning?—A. I have been employed two years through Mr. Rivet, my deputy.

Q. Then the Member for the district sends your name to the department and you get employment?—A. Yes, sir.

Q. That applies generally throughout the canal?—A. Yes, sir.

Q. There is no passing an examination or anything of that kind?—A. No.

Witness retired.

Mr. DROULET.—I would like to ask the Commission to recommend to the Government that we be paid at the beginning of the month, the 1st of the month.

The CHAIRMAN.—I will tell you unofficially that the idea struck the Commission it is decidedly wrong that the payment should be delayed and the probability is—we can only make suggestions—that we may suggest a different system.

Mr. FYSHE.—We have no hesitation in saying that it is a shame you should have to wait so long for your pay.

Mr. DROULET.—In the office, the engineers and the other employees generally get paid on the 3rd of the month, whereas us poor working men don't get paid until the *13th or 14th* or even the 20th.

ıONAL PAPER No. 29a

COURTNEY, Esq.,
hairman of Royal Commission on Civil Service,
Ottawa.

IR,—The employees of the Lachine canal respectfully expose to your consideration equest of an increase of salary in a general way and according to the work they und to do.

he cost of things essential to existence has become so high in these last years t is very hard for them to live up and their families without making debts that ever be paid.

ut, Sir, before going any further on that subject, just allow us to expose you a easonable comparison to the support of our request.

COST OF EXISTENCE OF A FAMILY COMPOSED OF SIX PERSONS

Rent per month, $9 to $12, average	$10 00
Heating	3 00
Food	27 00
Clothing	9 00
Schools	1 50
Doctor, drugs, etc.	1 50
Church, bench, etc.	1 25
Diversion	2 00
Assurance	1 60
Lighting	1 50
Sundries	4 00
Total	$62 35

ou will see, Sir, after reading the above list, that it is quite impossible, as we said, to live us and our families with the salaries which are presently paid by overnment.

et us now give you few details on our salaries and our working hours. You must be aware, Sir, that ordinary length of a labour day for the workman is of nine that all supplementary work is paid 50 per cent extra and the Sunday's work is louble.

or us the labour day is of eleven hours in day time and of thirteen hours at night, makes an average of twelve hours per day, plus fifteen hours' work on Sunday, nich we do not receive anything.

Ve have 12½ cents per hour for 360 hours' work per month, that gives a salary of er month; moreover, we receive, as extra, $2.70 per month for work done on ıy nights from nine o'clock until midnight, it gives three hours extra on Sun- or which we receive 15 cents per hour.

Ve have shown you that the cost of the food was $27 per month for a family com- of six persons. At three meals a day for six persons, it makes 540 meals per ı, and by the estimation furnished it leaves a sum of five cents per meal for each ı. This is not a very large sum, as you can notice.

lere is now a comparison between the prices that we paid for the food in 1896 hose that we paid in 1896:—

	1896	1906	Increase.
Lard	4½c to 5c	8c to 9c	70 per cent
Beef	4½c	8c	68 "
Mutton	5 c to 7c	8c to 12c	66 "
Butter	18 c	30c	50 "
Eggs	14 c to 16c	30c to 35c	106 "
Potatoes by bag	40c	85c to 1.10	143 "

Average of the increase 70 per cent. These prices are those of the wholesale, but those of the retail are much higher; for instance, steak and roast beef cost from 15 to 16 cents a pound, mutton from 15 to 18 cents a pound, lard from 13 to 15 a pound, etc., etc.

It is a fact that all things essential to existence have increased from 25 per cent to 75 per cent since ten years.

A word now of the increase of the salaries of all the other classes of workmen:—

1896.	1907.
Bricklayers, 30 cents per hour	55 cents per hour.
Carpenters, 17½ cents per hour.	30 and 35 cents per hour.
Plumbers, 17½ cents per hour.	30 and 40 cents per hour.
Laborers, 12½ cents per hour.	20 and 22½ cents per hour.

These are the facts, Sir. Do you not think that it would be just and very reasonable that we should receive salaries according to the work we are bound to do?

The prosperity of the country is for us an assurance tht the Government will favourably listen to our request, supported by you, Sir, and by the Honourable Minister of Railways and Canals.

Kindly believe us, Sir, your humble and devoted servants,

(Signed) JOSEPH GIROUX,

President, for all the Bridge and Lockmen, Lachine Canal.

MONTREAL, September 13, 1907.

Mr. PIERRE DROLET, of the Lachine Canal staff, called, sworn and examined.

By the Chairman:

Q. At what bridge are you employed?—A. I am employed at No. 2 bridge, that is the Wellington bridge.

Q. There is a Mr. Clark who works with you, I see?—A. Well, he was there, but he is changed to another bridge.

Q. You are employed from July to December?—A. No, excuse me, from May to December, seven months.

Q. What do they pay? $45 per month?—A. Yes.

Q. Not so much per day?—A. $45 per month, our wages are by the month.

Q. Do you get extra pay also at 15 cents per hour?—A. We get extra pay on Saturday from midnight until 6 o'clock Sunday morning, and from 9 o'clock p.m. Sunday until midnight at 15 cents per hour.

Q. That is for five months in the year?—A. Yes.

Q. And for two months you get a little extra?—A. When there is work for a full day Sunday.

Q. Then in December you are thrown on the mercy of a cold world?—A. On the cold world.

Q. What do you do from December until May next?—A. If we can find a different class of work we take it and if not we have to stay at home and keep the fire burning, that is when we have something to burn.

Q. What is your occupation?—A. Electrician.

Q. Electricians are generally in demand, are they not?—A. Yes, I have worked some winters, but other winters I could not get work because it was so late in the fall I could not get work when the canal closed, they were all filled up.

Q. You do not expect that employment be found for all the year round, do you? It is like this, Mr. President, sometimes we can find work and at other times we ot; it will depend upon the business in the city. Of course, we have to work de if we want work in the winter.

By Mr. Fyshe:

Q. Do you live in the city?—A. Yes, sir.

By the Chairman:

Q. The canal has been in existence seventy or eighty years?—A. That is beyond nowledge.

Q. Ever since it has been opened there has been a staff of assistants that have r been paid except for the working season?—A. Yes.

Q. There has been no change lately in that respect?—A. The only change since I been working on the Lachine Canal was in 1903, before that we were getting $7 ı than the lock and bridge masters, their salary was $38 and we were getting $45, in 1903 they raised the salary of the other men and we were left at the same y, we had no increase.

Q. You people work only during the season of navigation?—A. Yes.

Q. How far back did that $45 per month go? You got no increase in 1903?—A. I ıbout the oldest motorman there is in the Lachine canal, because I am first on Wellington bridge since it was built, that was in 1894. I got on there on the 18th l, 1894, at the salary of $45 per month.

Q. Then practically you were appointed there thirteen years ago and you get the salary now as you did then?—A. As the first day I went there.

Q. It would be rather difficult to lay down a scheme of pension for people who ot work the whole year round, wouldn't it?—A. Of course, there is always a way et a pension if you want to give us the benefit of the five months.

Q. Your idea is that you should be paid something for the other five months of year?—A. Not exactly that, but I claim we should have a rise of wages so that ill give us enough for the seven months we are working to live on all the year d.

Q. But if you are only working for seven months out of the year you want to get ıat seven months enough wages to last you the year?—A. Very likely, yes.

Q. But if you only work for seven months in the year you could hardly be put ıe same position as people who work twelve months towards a pension?—A. They the benefit of the pension which we have not got.

Q. They had, but nobody gets it now?—A. Well, we counted five in it, but really pension is abolished and no employee who comes into the Lachine canal now is er the pension system.

Q. What is your idea about a pension for people who are only working seven ths in a year?—A. It will be a help in their old days after they have been serving untry for so many years, when they will not be able to remain in their situation ill be a help to get along in life.

By Mr. Fyshe:

Q. It would never do to give them enough to live on for seven months and let n starve for the other five.

By the Chairman:

Q. No, we have settled that point that they should have for seven months enough ast them for the year. I am asking you how you can adjust a pension for the men work seven months out of the twelve, that is rather a difficult problem?—A. Yes,

it is a question that is very hard to answer, it takes a financier to answer that, and we are not financiers.

Q. You think there should be some arrangement made by which a pension should be paid on the amount of services rendered?—A. I think there should be some way of doing that.

Mr. JOHN H. CONROY, Lockmaster Lock No. 2, Lachine Canal, called, sworn and examined.

By the Chairman.

Q. What are you employed at?—A. I am on lock No. 2.

Q. You are one of those that only work from April to December?—A. Yes sir, from May to December.

Q. How long have you been on the Lock?—A. Six years.

Q. What were you doing before that, may one ask?—A. I was at Evans Bros. the coal men.

Q. There you were employed all the year round I suppose?—A. Most of it, I could make about ten months.

Q. You came in at $45 per month?—A. No sir, $38.

Q. You are getting $45 now?—A. Yes, and the overtime the same as the rest of them.

Q. Did you think your prospects would be so good as to justify you in throwing up regular employment to go into the Public Service?—A. Well, at that time, it was not very prosperous in the country, things were very slow.

Q. You had a chance of being thrown out altogether?—A. I might have been working away, but I saw a chance at this and I dropped in on it.

Q. You have the same idea, you agree that this is a fair estimate of the expenditure of a labouring man with a family of six children? (Memorial of Lachine Canal staff)—A. Yes.

Q. What family have you?—A. Eight children.

Q. Are all depending upon you?—A. Well no, there are five of them and the others were until they were big enough to work for themselves.

Q. How do you manage to make both ends meet?—A. It is very hard.

Q. But you do manage it?—A. Well, it throws me behind a great deal but the three that are able to work help me, but previous to that it was very hard.

Q. The Government does not give you enough to pay your way?—A. No.

Q. And you have to be beholden to the children to make it out?—A. I have.

Q. You agree with the previous speakers about what the proper remuneration should be and about the pension?—A. Well, I have never given that consideration.

Q. You are getting on in years now?—A. I am fifty-one.

Q. You could not stand out door work all the days of your life?—A. Well, I would have to try it if I had to come to it.

By Mr. Fyshe.

Q. What wages had you with the Evans Bros.?—A. I would average from $45 to $50 per month—that, of course, was in the summer season.

Q. But as soon as they ran short of work they discharged some?—A. That is the way, but I was fortunate enough to do a little all the winter with them.

Q. How long were you with them?—A. About fifteen consecutive years.

Q. They are decent people are they not?—A. They are very fine people, that is when the old folks were living, but they dropped out of existence and it fell into the younger peoples' hands and they were not so good.

By the Chairman.

Q. Have you anything else to say?—A. I am saying that our work as lockmen is ry laborious; we have these hurdy gurdy machines to operate.

Q. I thought all the locks down here now were adjusted by electric power?—A.), it is the good old hand power we have to work down here yet, and they give us :s of it, too.

Q. Isn't it a fact that lockmen using that old windlass system often get rup-red?—A. It is very likely, you cannot tell the minute that a steamer passing out ll draw the water and take the handle out of your hands, and you run the risk of ving your arm broken or your stomach injured.

Q. It is within the range of possibility that a lock master may suffer disability? A. Yes.

Q. In your experience has it happened?—A. In the lock I am on I have seen it ppen two or three times in a season. One man was laid off and another had his rist hurt, and another man was off most of the season and died from the result of e injury he had received.

Q. Did that man that died get anything?—A. Not that I know of.

Q. The man who was thrown out, permanently disabled and died, did his family :t anything?—A. Not that I know of.

Q. If a lock man gets injured and is laid aside for a time temporarily and gets 'er it, does he get any pay during his absence?—A. Not that I know of, only on two :casions the year before last.

Q. But if he has to give up his work through being hit by the handle or some-ing like that and can't work he gets nothing as a rule?—A. Nothing that I know of.

Q. Another person has to be employed temporarily in his place, I suppose?—A. hat is the way.

Q. He may lose his situation if his illness continues for a long time?—A. I have en that happen that a man was laid off and another man takes his place.

Q. Have you any other observations to make, because this is all very interesting? -A. We have only seven months' work in the year, and we have no holiday on regu-r holidays, or at any other time. No matter what goes on, we are there any day at l. If anything happens to you any day that you cannot be there you have to put man in your place or else lose a day.

Q. And you lose your perquisites also?—A. Yes.

Q. On these holidays, Dominion Day, Labour Day, all that, are you at work ien?—A. Yes, sir.

Q. You do not, like the other branches of the public service, get a holiday on that ay?—A. Oh, no.

Q. You work on Victoria Day and all those days?—A. Victoria Day or any other ay. It is dig in all the time.

Q. Do you get St. Patrick's Day?—A. You can take that, because it does not)me during the season of navigation.

By the Chairman:

Q. But you have no holidays during the season of navigation?—A. No.

Q. Do you get Labour Day?—A. On Labour Day it is labour as on every other ay.

Q. That is, on the 1st Monday of September? You do not get a holiday then?—. No, I was working on that day, had to work, and it was a very laborious and wet ie, too.

Q. On these different holidays, Victoria Day, Dominion Day, and Labour Day,) they pay you anything extra for working?—A. No, they pay us less, because those ays come in the long months, and we only get $45 per month whether it is a long r short month, and that is how it is we come to get less for the holidays than our :her days.

Q. You get nothing extra for working on those holidays which are declared, by the law of the land, to be statutory holidays?—A. No, sir.

Q. Have you anything else?—A. There is another thing, we have no stated pay day; it may be the 9th or the 19th of the month that you will get pay, so that if a man comes here dunning you and asking you 'when are you going to give me some money,' you can never tell him, because it may be to-morrow or it may be ten days after that you will get your pay.

Q. Is there no fixed date for payment?—A. No.

Q. Who pays you?—A. Paymaster Morin.

By the Chairman:

Q. When were you paid last?—A. On the 12th, yesterday.

Q. That was for the month of August?—A. Yes, sir, and in the month before we got paid on the 14th, but sometimes it goes to the 19th of the month before we get our pay.

Q. Is there a Mr. Lesage secretary and accountant?—A. Yes, sir, he is in the engineer's office, and Mr. Morin is in there too.

Q. What does Mr. Benoit do, he is inspector of Dominion stores, isn't he?—A. Yes.

Q. What is the name of this gentleman you call the paymaster?—A. Mr. Morin.

Q. Is he the paymaster of this canal only, or is he on all the canals?—A. All the canals in the Province of Quebec.

Q. He would also be on the Chambly canal?—A. On the Chambly, the Soulanges, the Ste. Anne's, the St. Ours, the Carillon and the Grenville canal, the Beauharnois—all the canals in the province of Quebec.

Q. And your pay for the month of August is only received on the 12th September?—A. Yes.

Q. And your pay for the month of July was received on the 14th August?—A. Yes.

Q. And your first working month is May?—A. Yes.

Q. When did you get your pay for May?—A. I did not make a memo. of it, but I believe it was the 14th or 15th of June.

Q. That is to say, after five months of idleness, and when you were looking forward to getting your pay for the first month, after earning that pay you were delayed until the fourteenth or fifteenth of the following month before you received it?—A. Yes.

By Mr. Fyshe:

Q. How did you live?—A. The best way we could. We must shovel snow or do the best we can during the winter. When we quit so late in the season it is very hard to put yourself into a situation, and we must take the best we can get. Another thing, the government should supply us with a uniform or oil-skin. We have to provide all these things out of our own pay. No matter what kind of weather it is, you have to go out when there is locking to be done.

Q. They do not supply you with any clothing?—A. No; you have only those which you supply yorself.

By the Chairman:

Q. Do the brakesmen, porters, etc., on the Intercolonial supply themselves or are they supplied with overalls and waterproof coats? You think you should be supplied with them?—A. Yes.

Q. The men who are continually employed in shunting engines, etc, do they get supplied?

(Mr. GIROUX.—I know the Custom House officers get a suit of clothes every year, and on the Intercolonial they get suits of uniform also.)

Q. Do you think you should get the same kind of uniform or clothing for your work as the men get on the Intercolonial?—A. I think we are going to have caps, because last May our measure was taken for caps with the name of 'Bridge Master' or 'Lock Master' on, but we have not got them yet.

Mr. CONROY.—What we want is oilskins and rubber boots to protect us from the weather.

Q. Is there anything else?—A. I think they should allow us a certain time in the dull season for ourselves—that we should get at least a week's holidays. Any other men in the employ of the service, labouring men, have their ten hours a day, while we have thirteen hours day in and day out, and in the day time we have no dinner time, it is 'catch-as-catch-can' for it. We have sometimes to take it out in our hand.

Mr. GIROUX.—And if a man is sick he has to supply his place or lose his money.

Witness retired.

Mr. ST. DENIS, lockmaster on the Lachine canal, called, sworn and examined.

By the Chairman:

Q. How many years have you been in the service?—A. Eleven years.

Q. Where are you employed?—A. At lock 3.

Q. You are the master there?—A. The lock master.

Q. You are employed all the year round like Mr. Giroux?—A. Yes, sir.

Q. Have you anything to say beyond what Mr. Giroux has said; have you any remark to make?—A. No, sir; I do not desire to say anything more; it is the same case exactly.

Q. Are you allowed anything for rent?—A. I have $7 per month allowance for rent, the same as Mr. Giroux, and am working under exactly the same conditions.

Q. Do you get extra pay?—A. I get extra pay for the extra work the same as the others.

Witness retired.

Mr. P. DUCHESNE, bridge master on the Lachine canal, called, sworn and examined.

By the Chairman:

Q. You are bridge master at the Napoleon bridge No. 2?—A. Yes, sir.

Q. You have something to add to what has been said by the other witnesses?—A. I want gates for the bridges the same as there are at the Grand Trunk and other railway crossings. It is dangerous for the people when the bridges are open and the placing of gates is absolutely necessary to prevent accidents.

Q. When the employees engaged in work like yours insure their lives, would they have to pay the ordinary rate or would they pay the extra hazardous?—A. We have to pay the extra premium, the motormen and I have to pay extra premium.

Q. These gentlemen that were disabled, Mr. Conroy, were they insured at all?

Mr. CONROY.—Not that I know of.

Q. You would not know; if they had any insurance they would have had to pay some extra premium, would they not?—A. I believe so, there is a certain amount of danger attaching to the operation of these windlasses.

Mr. DUCHENE'S examination resumed.

Q. Mr. Duchesne, you think that it is an absolute matter of necessity and safety that gates should be established?—A. Yes, and then the men are exposed all the year to cold, rain and snow and they would ask for a small shanty to be erected so that they would have some protection against the weather. There should be a shelter at both ends of the lock.

Mr. DROLET.—I would like to add a request for shelter on the bridges. There is one shanty for the men at one end of the bridge, but at the other end there is none, and I think it is necessary for another shelter at the other end of the bridge for the man who is at that end, so that he may have some shelter from the storm and rain. There should also be protection at the centre of the bridge for the man who stands on the bridge.

Mr. EDWARD PARADIS, employed at Bridge No. 3, St. Gabriel, Lachine canal, called, sworn and examined.

By the Chairman:

Q. You are one of the men employed seven months in the year?—A. Yes, sir.

Q. What have you to tell us?—A. Well, I want to speak on behalf of those men who only work seven months in the year and who are without employment for five months. The Government has work to be done during the winter, and that work is given to outsiders, that is work on the repairs, shovelling work or any work of a labouring man. Some are working inside in the machine shop or as carpenters and we think that instead of giving work to outsiders, to men who can make good money at other places during the summer, and who come into the Government shops during the hard winter season, the preference should be given to those men who have been working for seven months on the canal.

Q. What you mean is this, that the work of repairs and cleaning up in the winter time should be given to you men who are laid off the canal instead of having other men brought in to do this?—A. Yes, sir. And then for the Sunday watch the men do not get anything, but if they cannot do that watch they have to employ somebody else to take their place and pay them, although they are not paid for that work themselves.

Mr. VICTOR GEOFFRION, M.P., Verchères, called, sworn and examined.

By the Chairman.

Q. For whom do you appear, Mr. Geoffrion?—A. I simply wish to emphasize a little what has been said by these gentlemen. I have read their memorial, and I represent the County of Chambly, and there is a canal there, the Chambly canal. The employees of that canal asked me to appear before the Commission and put before you their case. Well, their case is a great deal similar to that which you have just heard. I am not going into the details. A great many of these employees have not had their salary raised for a great many years; I think recently some portion of the employees have had an increase, the lowest grade, but you take, for instance, from the superintendent down, the secretary, the paymaster, etc., they have not had their salary raised. Now, I have a letter here with some figures which I am going to give you by way of

strations, it will only take a few minutes, to show you the increase in the work ch has been going on in the Chambly canal. For instance, the years before 1896, ake the case of the paymaster employed in paying the men.

Q. Who was he?—A. Joseph Trudeau.

Q. He is called the clerk and time-keeper?—A. Very well, before his time the ployee who had his place had $60 per month for a great many years. After 1896 replaced him for some reason or other, I think one of the men went to Montreal, d he takes the place for $55 of the man before him who had $60, and since he came o the office the increase in the business of the canal has been simply enormous. e says in this letter 'when I came in the expenses of the staff of the canal was 3,400, to-day it is $28,300.

Q. There are more locks, more bridges and all that kind of thing?—A. Yes, and e expense on repairs were $14,000 and to-day they are $30,000; of course, it needs re men to do the work, with an income of $32,000, making a total of $90,000. You e what an enormous increase that is, and he goes on to give all the different details.

By Mr. Fyshe:

Q. That is the revenue has increased?—A. There is no revenue now, but the rk is there just the same, and that man has to do more than double the work he s doing before and he is getting less salary than was paid before for the position. I think this case is clearly, to my mind, unfair. He is doing more than double e work and is getting less pay. I may say just about the same for the superintent, who is in the same position, he has to do more work, to attend to more busiss, so I think that part of the staff ought to be increased anyhow.

Q. The lock masters are employed all the year around, and their assistants are ly employed during the season of navigation?—A. Yes.

Q. Could not some scheme be arranged, do you not think, you know the county d the district well, whereby these assistants when they are thrown out of work at e close of navigation could be put on the repair staff?—A. They are in a great ny cases put to work during the winter on repairs and some are taken into the ps.

Q. I suppose they are merely labourers and it is hard to find employment for m?—A. It is very hard, when the winter comes they haven't anything to do except se who are taken in to the shops, these are the best of them, men who have some hanical ability.

Q. They tell us of a very sad state of affairs, they begin work in May, some have been out of work all winter, and they do not get paid for that month until the of June. Do you not think that is shameful —A. I think it is.

Q. Do you not think this could be remedied?—A. I think it should be remedied how or other, and I think it can be remedied. The consequence of this delay in ment is that these men have to take the statement of their time and go to the keeper and sell their pay in order to get something to eat, whereas if they were immediately they could buy wherever they please.

Mr. BAZIN.—That spoils their credit with the merchants.

The CHAIRMAN.—And practically that throws them under the truck system.

Witness retired.

MONTREAL, September 13, 1907.

Mr. GEORGE BOURGOUIN, collector of the Lachine canal, called, sworn and examined.

Q. What is your occupation?—A. I am a collector of the Lachine canal.

Q. There are no revenues to collect are there ?—A. No, except the wharfage on firewood and the lumber which is discharged on the wharfs.

Q. There are no tolls to be collected now ?—A. No.

Q. What is the amount of revenue you collect in the year ?—A. I think it must be about—well, this has only been changed about a year—about $20,000.

Q. What salary do they give you ?—A. $1,800.

Q. Do you keep the canal statistics also ?—A. Yes, I keep the books and the statistics.

Q. In addition to collecting the wharfage dues and all that you keep the statistical records of the whole of the cargoes going up and down ?—A. Yes, of everything going west and everything coming back from the west.

Q. These statistics you send to Ottawa and these are compiled in the report ?—A. We send them to Ottawa every day.

Q. I cannot find your name in the Audit Office Report or the Civil Service list, there is a Mr. Denis O'Brien ?—A. That is the superintendent.

Q. There is a time-keeper here?—A. That is not the same office at all.

Q. In what department do you belong ?—A. To the Railways and Canals, my office is what is called the Lachine Canal Revenue Office.

By Mr. Fyshe :

Q. The people who have water rights on the canals do not pay anything to the Government for them, do they?—A. Oh, yes, they pay for the water they draw.

Q. But that is all, they do not pay for it as power ?—A. No. but there are so many inches, the pipe is four inches, or three inches, or whatever it is, it depends upon the size of the pipe what they pay.

Q. Do you collect those charges ?—A. No, I do not collect those now, the Government has appointed another party since this year about January.

Q. Did you never collect those charges ?—A. I used to collect them.

Q. What was the object in getting another man ?—A. It was the desire of the Government to appoint another man.

By the Chairman :

Q. What salary do you get ?—A. $1,800.

By Mr. Fyshe:

Q. You are quite competent to collect these charges ?—A. Yes, I collected them for eight years, and if there is one man competent to collect them I think I was.

Q. And the man who got it is paid, how much ?—A. I tell you the Government has appointed a Commission for the canal to examine the need of the canal, the measuring of land, &c., and that commission in doing that work, thought it was right to appoint another man to collect the rents for the canal.

Q. Does he have any other duties ?—A. No, they made their report to the department at Ottawa and they decided to give that collection to an outsider instead of having it done in my office.

Q. He was a new appointment altogether ?—A. Altogether.

Q. What did he do before ?—A. He had nothing to do with us.

Q. What salary does he get ?—A. He gets a commission on the collection.

Q. How much will it amount to ?—A. I cannot say exactly how much he is getting.

Q. What is the rate of commission ?—A. I do not know.

By the Chairman :

Q. You only know by hearsay ?—A. That is all, I do not know myself, hearsay is not evidence, but I was told he was collecting the rents for so much commission.

By Mr. Fyshe :

Q. Would you not have too much to do if you had to collect the money?—A. No, it is not a question of our work, because you could carry the money and make the de-

posit in half an hour. The principal part of our work is to record what is going in or out of the canal.

By the Chairman :

Q. What is the name of the man who collects this money ?—A. Mr. St. Germain. I have a statement here of salary paid in 1895 and 1896, and the present salary paid to-day, and we have two clerks less.

(Statement produced and read.)

Q. In 1896 you collected toll and you do not do so now ?—A. Yes, sir, but now we have two clerks less.

Q. Did Mr. O'Neil die or was he superannuated ?—A. He was a sick man and resigned.

Q. He was an old man when he resigned ?—A. He was in the employ for forty years, he came in as a boy.

Q. Is he living still ?—A. I do not know whether he is living or not.

Q. He got $2,000 after a very long career, after forty years' service ?—A. Well. I cannot say.

Q. How long have you been employed ?—A. Nine years.

Q. You came in in 1895 ?—A. 1899.

Q. You were appointed by the present Government ?—A. By the present Government.

Q. Are the appointments on the Lachine canal made on the nomination of the Member also ?—A. The Members in Montreal.

Q. May one ask, without being rude, who nominated you ?—A. It was Mr. Madore, the late judge, that died. And I think, at the time, Mr. Tarte.

Q. The Members for the city of Montreal nominated you ?—A. Yes.

Q. All these employees at the chief office of the Lachine canal were nominated in the same way by the Members at the time ?—A. By the Members at the time.

Q. When you came in in 1899 what was the salary given you ?—A. $1,600.

Q. You replaced an old man who had been over forty years in the service and who got $2,000, and you came in at $1,600 ?—A. He did not come in as a collector but as a boy.

Q. And at the end of his career, when he went out, Mr. O'Neil had $2,000, and he collected a large amount of tolls ?—A. About $50,000 a year.

Q. In 1899 when you were appointed were the tolls still paid ?—A. Yes, it was in 1903 that the tolls were abolished.

Q. So that when you were appointed you had the same duties as your predecessor in collecting tolls ?—A. Yes.

Q. Then you were appointed at $1,600 when did you come up to $1,800 ?—A. About two years ago.

Q. You are speaking for yourself and all the others ?—A. They are all in the position, they are all new clerks.

Q. Who is paymaster for this Lachine canal ?—A. Mr. Morin who is in Mr. Marceau's office.

Q. Mr. Marceau is the general superintendent ?—A. Mr. Marceau is the general superintendent for the Lachine canal.

Q. Is he general superintendent for the Lachine canal only or for the Quebec canals ?—A. For the Quebec canals.

Q. For the series of canals ?—A. Yes.

Q. But this is simply the Lachine canal staff ?—A. Yes.

Q. You know nothing about Mr. Marceau's office ?—A. No.

Q. When do you get your pay Mr. Bourgouin ?—A. We get our pay once a month.

Q. At what period of the month ? When did you get your pay for August ?—A. About the 6th or 8th of September.

Q. Then the staff, the chief officials of the Lachine canal got their pay about the 6th or the 8th. Do you know that the bridgemasters, lock masters and the assistants only got their pay about the 14th or 15th of September for the month of August ?—A. I do not know, that is not my department.

Q. But you have heard that ?—A. I have heard that they were not paid in proper time.

Q. The six gentlemen who are the chief employees at the canal get their pay on the 6th that is what you know ?—A. Not only that one month but mostly every month.

Q. You get your pay within a few days of the end of the month ?—A. We get it on the 3rd or 4th perhaps once or twice a year, sometimes on the 6th, and after the 6th. Sometimes it is the 10th or 12th. I get a cheque from Mr. Marceau and I cash it and pay my clerks.

Q. Mr. Marceau sends a cheque to you for your part of the staff ?—A. Yes, he sends me a cheque and I pay my clerks.

Q. You have nothing to do with the payment of the bridge keepers ?—A. No, that is Mr. O'Brien.

Q. He is what ?—A. The superintendent.

Q. Then there is a distinction betwen the office of the superintendent of the Lachine canal and the statistician of the Lachine canal?—A. Yes, our office is called the Statistical Branch.

Q. There is a general superintendent for the whole of the Quebec canals ?—A. Yes, sir.

Q. You are what they call technically the collector's office, the statistical office ?—A. We only receive the revenue.

Q. Then in addition to that there is an overseer's office, of which Mr. O'Brien is head ?—A. Yes.

Q. He is what you will call overseer?—A. Yes, he is one.

Q. So there is a general superintendent of this general system, and an overseer's office and a statistical office for the Lachine canal ?—A. Yes, Mr. O'Brien is the superintendent of work on the canal.

Q. He has the superintendence of the Lachine canal, he looks after the repairs and general management of the canal?—A. Yes.

Q. And although you are connected with the Lachine canal, you have nothing to do with Mr. O'Brien?—A. No.

Q. You report direct to Ottawa?—A. Yes, all the work we do is sent every day to Ottawa.

Q. Are you under the superannuuation scheme?—A. No, sir, we are not permanent either.

Q. You think, I suppose, in addition to getting some amelioration to your condition as regards salary, there should be a pension scheme?—A. Yes. sir, we have no protection if we are in the service for fifteen or twenty years, there is no protection to our family.

Q. Do you think it would be desirable that, in addition to having some superannuation for the officers, there should be some scheme for granting a pension to the widow if she survives?—A. I think it would be very necessary.

Q. And also for the children if they are left without parents, until they come up to an age when they are able to do for themselves?—A. Very likely.

Q. Have you anything else you would like to tell us?—A. I do not think so, unless I tell you about our work. We do not collect the Lachine canal revenue, but still that has nothing to do with our work. Our work is there just the same, it is not the money that comes in that has to be deposited that counts for the work, because that can be done in half an hour, but it is the work of keeping the records which has to be done even though no revenue is collected.

By Mr. Fyshe:

Q. Have you any work to do during the winter?—A. Yes.

Q. Do you go and play with yourself during that time?—A. We have to keep the office open from 10 until 3 in the winter time. There is some work to be done, but not like the summer time.

By the Chairman:

Q. There is still some wharfage dues and odds and ends to be attended to during the winter?—A. Yes, and then there are new things coming along.

Q. Are you hardworked during the summer time?—A. Yes, the office is open all the time, twenty-four hours a day, Sundays and all other days, we never close. We have a staff on during the night and during the day, Sunday and all.

Q. You continue to have what is called 'let passes'?—A. Yes, and every ship reports. Before the year 1896, when they had from twenty-five to thirty ship reports it was a good day, now it is seventy-five to eighty and more each day, so that we have trebled our work.

By Mr. Fyshe:

Q. The canal has been enlarged?—A. That does not make any difference, it is the business that counts and the business has increased.

By the Chairman:

Q. The business has increased about three fold and there are two less on the staff?—A. Yes, and we do more business with less pay.

Q. And you manage to have the office open all day long?—A. Yes, sir, all day long.

Q. Do you get any holidays at all during the summer?—A. No, we get our holidays in the winter time.

Q. You take holidays on Labour Day and Dominion, do you?—A.We open on May 1 and close and November 30.

By Mr. Fyshe:

Q. And you are open day and night between those dates?—A. Day and night, we have no holidays at all.

By the Chairman:

Q. Supposing any one of you became sick during the season of navigation, how is it managed?—A. It will be pretty hard, one will have to take it night in the office, there are only two.

Q. You do not get an outsider, a new man?—A. No, sir.

Q. Has it happened that anybody has been sick for any lengthy period during the summer season?—A. There has been nobody sick yet, but I do not know what may come.

Q. It is a bit of luck that nobody has become sick yet?—A. Yes, because the public will suffer.

Q. If any member of the staff did become sick, his place would have to be filled by somebody?—A. In our business you take a man, a capable man, and no matter how well educated that man may be he could not work our business until he has been a year there. It is a business by itself, it is not difficult when you know it, but it is difficult to do the work when you do not know it.

Q. There are emergency men on the staff?—A. No, there is nobody who can take our places there before he has been a year in the business. Everything comes to our office, we have the main office on the canals.

Q. All these scows come in from the Cornwall canal?—A. Yes.

By Mr. Fyshe:

Q. Is it not a somewhat intricate system of bookkeeping?—A. Yes. I have to keep three books. At the time Mr. O'Neil was there he used to do only collector's

work—he was my predecessor—but I do the collecting work, and keep the books replacing a man who used to get $1,000 a year to do that work.

By the Chairman:

Q. Your work is more a matter of collecting statistics than bookkeeping, is it not?—A. Yes.

Q. Your office is peculiar in that respect?—A. Yes, peculiar.

Q. You collect no tolls from the passing ships?—A. No, we collect no tolls except for the coal that comes in the canals, but with coals if they only put their nose in the canals they have to pay toll on what they have.

By Mr. Fyshe:

Q. How does it come that you charge toll on the coal?—A. It is wharfage, not tolls.

By the Chairman:

Q. How much do you collect from the coal?—A. It is hard to say; it varies; some years we collect more than others. This year, so far, we are collecting $3,000 a month.

By Mr. Bazin:

Q. You collect that on coal?—A. Yes.

Q. $3,000 a month?—A. Yes, about that, more or less you know.

By the Chairman:

Q. Where does that coal go to?—A. Some of the coal is unloaded on the ca[illegible] and some goes to Ottawa and other places.

By Mr. Fyshe:

Q. What is the charge on the coal?—A. On the coal coming from below we cha[illegible] six cents per ton to go through the canal, and coal coming from above pays five cen[illegible]

Q. That is not canal toll, that is wharfage?—A. Yes, it is wharfage.

By the Chairman:

Q. The Act of Parliament abolished canal tolls. This is only the wharfage?—[illegible] Yes.

Q. Then your work. Mr. Fyshe is very anxious to know all these things about bookkeeping, your books are simply collections of statistics of so many bags of salt, or so many bags of grain, &c., passing through the canal?—A. Yes, that has all to be entered. That is all mentioned in the ship's report; sometimes there will be a large number of entries to be made for the one ship's cargo, and although they do not pay tolls, still the work of recording the quantity of the different articles carried has to be done just the same.

Q. This business is that you simply copy their manifests and return it to Ottawa?—A. Exactly.

Q. Then it is not a matter of bookkeeping?—A. No, except that I have to copy it and make my report to Ottawa each month.

By Mr. Fyshe:

Q. Where is your office?—A. On Commons street, near the canal.

Q. Yours is the head office?—A. Yes, sir.

Witness retired.

Will the Government kindly explain how we will finance our salaries so that we may live.

(Signed) GEORGE BOURGOUIN,
Statistical Officer.

MONTREAL, September 13, 1907.

Mr. J. A. THESSEAULT, Collector of Canal Tolls at Lachine, called, sworn and examined.

By the Chairman :

Q. In addition to Mr. Bourgouin's office, there is another office of collection of statistics on the Lachine canal ?—A. Yes, sir, at the west end.

Q. Mr. Bourgouin takes all the statistics, and all the let passes, and compiles them there at his office, what do you do at the west end ?—A. The same work that Mr. Bourgouin does at this end.

Q. You do exactly the same work?—A. Yes, except that there is not as much.

Q. Are you at work all the year around ?—A. Yes, sir.

Q. What salary do they give you?—A. $1,000.

Q. Have you any assistants ?—A. One.

Q. How long has this office been in existence ?—A. I know it has been in existence for as long as forty years anyway, and I think it was in existence before that.

Q. I am not talking of Mr. O'Neil's pass office ?—A. Mr. O'Neil was at Lachine before being made collector at Montreal.

Q. You are at the west end ?—A. Yes.

Q. How long has the west end office been in existence ?—A. That is the west end office I am speaking about as having been in existence for forty years.

Q. How long has the east end office been open ?—A. I suppose since the canal was opened. They had an office at each end. At Lachine we have the Ottawa river and the St. Lawrence both coming in there, and that is the reason we have an office there, both the Ottawa and the St. Lawrence coming into the one canal there.

Q. Are you the main outlet of the canal ?—A. Yes, sir.

Q. Do not the barges coming from your district come through Mr. Bourgouin's end?—A. Coming down from the west they come in at Lachine, at my office.

Q. If they are going to Montreal then they come through your part of the canal? —A. Some of them come through and some of them dicharge their cargoes in the canal.

Q. You are at Lachine?—A. Yes, sir.

Q. And you deal with scows and steamers that start through at Lachine, or that end at Lachine?—A. Not only with them, but with everything going through, there is nothing going through that does not have to call at our office.

Q. Vessels passing through the canal must pass your place, but a steamer or scow entering the canal at Montreal and going west up the St. Lawrence or Ottawa would not necessarily report to you at Lachine except on this 'let pass' business?—A. Yes, they have all to report, and we keep a record of all cargo they have on.

Q. Mr. Bourgouin is at the east end of the canal?—A. Yes, sir.

Q. But the scows and steamers entering the canal at Montreal, and coming from the east and going west through the canal, they pass your office?—A. Yes, sir.

Q. When a scow or steamer entering the canal at the east end passes your place, what is done then?—A. They come into our office, of course, they get their pass at Mr. Bourgouin's office, but they come into our office and they have to report again there

Q. They do not give you a manifest of the cargo on board?—A. They have it on pass, and we take it from their pass.

Q. You do not do the same work as Mr. Bourgouin?—A. No, sir, not going up.

Q. You do not do Mr. Bourgouin's work, that work is not duplicated, it is not done over, is it?—A. No, certainly not.

Q. Mr. Bourgouin has the whole of the Montreal end, the east end?—A. Well, if will allow me, I will explain. You know there are lots of vessels that take goes in the canal after they have gone through Mr. Bourgouin's office, or they do not down as far as Mr. Bourgouin's office.

Q. I understand that. You are the terminus of the canal?—A. Yes, sir.

Q. You are at Lachine?—A. Yes, sir, we are the terminus going west.

Q. That is to say the Lachine canal runs from Montreal to Lachine?—A. Yes,

Q. The only thing you would have that Mr. Bourgouin does not have are the vessels d scows entering at Lachine and going eastward?—A. No, sir.

Q. What is the canal above Lachine called?—A. It ends there, it is the river.

Q. What is at the end of the canal?—A. You go out of the canal at Lake St. ouis, and then the Soulanges canal.

Q. A vessel from the Soulanges canal, coming down for Montreal, does it give ou the manifest there, or is it entered at Soulanges?—A. No, it is entered at Kingston Prescott.

Q. Then it comes down to this, that your collection of statistics begins with new ipments made at Lake St. Louis, and going westward or eastward?—A. Well, they ake report there.

Q. But the manifest and statistics are not entered in your office?—A. Yes, sir, in any cases. All boats coming down the rapids above Lachine give us their manifests nd we issue them a 'Let pass' wherever they come from.

Q. I know that, but a vessel coming from the Soulanges canal would not give you he manifest?—A. If he has passed the office he would not give us the manifest.

Q. And a vessel coming up from the east end and going westward would not give ou the manifest?—A. Passing through——the manifest, no, sir.

Q. Then it comes down to this, if the vessels going westwards do not give you the anifests, and if the vessels going eastwards do not give you the manifests, the statis- cs you get are the statistics of vessels entering at Lachine and going through the achine canal, or the vessel entering at Lachine and going through the Soulanges and ther canals?—A. No, sir, I can explain in a very few words—a vessel comes through he canal office at Montreal, and has no cargo on board, he will get a permit to come p, and somewhere along the canal he will take on a cargo and then he has got to take duplicate pass for whatever has been added to his cargo on the way up.

Q. Then you may get at this Lachine office at your end the manifests of additions ade to the cargo?—A. Exactly, yes, sir.

Q. Then it comes to this, I will put it again, you get the cargoes entering at achine and going eastward, and the cargoes entering at Lachine and going westward? -A. Yes, sir.

Q. That is the whole thing?—A. Yes, sir.

Q. You do not duplicate anybody's work?—A. No, sir.

Q. What is the extent of that work compared with Bourgouin's work? Have you ne-third his work—you have yourself and an assistant?—A. Yes—if you will allow e, we have the timber business at Lachine as well which gives us a lot of work.

Q. You have yourself and an assistant?—A. Yes, sir.

Q. Mr. Bourgouin has a staff of six. Are you at work all day long for twenty-four ours?—A. Yes.

Q. Do you divide it between you?—A. Yes, sir, twelve hours each.

Q. It is a full day's work, twelve hours' work? Of course you have to let vessels

through, but is there much clerical work? Do you do much clerical work during this time?—A. Quite a lot, sir.

Q. What salary do they pay you?—A. $1,000; and do you wish to know what my assistant gets as well?

Q. Yes?—A. $700 for the assistant.

Q. How long have you been in the service?—A. Ten years, last July.

Q. That is July, 1897; who appointed you?—A. This present Government.

Q. On whose nomination?—A. On the nomination of Mr. Bickerdike and Mr. Boyer.

Q. What salary did you have when appointed?—A. The same salary.

Q. You have had no increase of salary since you were appointed?—A. No, sir.

Q. Who was your predecessor?—A. Mr. Louis Paré.

Q. How long did he serve?—A. I think he served about eighteen or twenty years; I believe so.

Q. What salary had he?—A. The same salary.

Q. Did Mr. Paré have that salary all the time he was there?—A. Yes, sir.

Q. Then practically the salary has never been varied for thirty years?—A. For thirty or forty years, as long as I was there, and there was another assistant there who was there twenty-five or thirty years, and I was told the salary was always the same.

Q. The salary you get now, $1,000, is the same salary that was paid to the man occupying that position thirty years ago?—A. Yes, sir; there were three men there before.

Q. But the tolls were collected then?—A. It makes no difference, there was the same work except taking in the money; you have to keep statistics and everything else the same.

Q. It is the same salary paid now as for thirty years?—A. Yes, sir, for forty years or more.

Q. You came in new to the office, I suppose?—A. Yes, sir.

Q. You are not on the pension list?—A. No, sir, we are not.

Q. Has the work in your office increased, and if so to what extent, in the ten years since you have been there?—A. To what extent has it increased?

Q. Has it doubled?—A. Oh, no, I cannot say it has doubled, because in office work it takes a great deal of increase to enable one to say that it has doubled, because every minute is not used.

Q. We will put it another way—how many vessels passed through your end of the canal during the season?—A. I did not take any figures down. I have them all in the office. I did not bring them down, but I should say thirty or forty a day on the average.

Q. When you went into the service how many was the average then?—A. I will tell you, what makes a difference is those pleasure boats. As far as the freight boats, the cargo boats, are concerned, there are not a great deal more; the vessels are so much larger that it does not increase the number of vessels materially.

Q. The number of vessels have not increased, but the vessels are bigger?—A. Yes.

Q. In addition to that there are a large number of launches and pleasure craft going through?—A. Yes, sir, we have lots of them.

Q. That is an entirely new dispensation?—A. Yes, sir.

Q. I suppose they are not allowed to pass through after certain hours?—A. For twenty-four hours they are allowed to pass through, as long as they take their pass the same as the other vessels.

Q. Then a gentleman owning a motor launch and finishing his week's work on Friday evening at seven or eight o'clock can go through the canal can he?—A. Yes, sir, or on Sundays just the same.

Q. And if he wants to come down in order to begin work on Monday morning he n go through on Sunday night?—A. Yes, sir, all day. Since September 1, he can ss through all day Sunday at any time he wishes.

Q. A man being some distance up the St. Lawrence now can come down any time Sunday night in order to get to work on Monday morning?—A. If it pleases him.

Q. You have only two men there?—A. Yes.

Q. How do you arrange the night work?—A. We change about every week day id night duty.

Q. You have bigger vessels passing through now and these pleasure motor boats nd launches in addition?—A. Yes, sir.

Q. And you are still paid the same salary?—A. Yes, sir.

Q. What do you think would be a proper salary for your office?—A. Well, of ourse, if you are asking me that question I would like to submit this memorandum. thought Mr. Marceau, our chief, would be here to represent his employees, and when found he would not I prepared this memoranda hurriedly this morning.

(Memorial read.)

Q. Are you always at work in the day ?—A. No, sir, that is what I was saying a w minutes ago, we shift every week. For the summer months the canal is open all e time except on Sundays when it is closed from 6 a.m. till 9 p.m., which only leaves hours work on Sunday in the summer. But from September 1 until the close of navi- tion it is open all day on Sunday the same as other days.

Q. The day's work is a certain number of hours, and beyond that you get 20 cents hour ?—A. Yes, but for Sunday work only.

Q. Beyond that have you anything else to say to us ?—A. I just wish to tell you at we have the timber business at Lachine which, when the mills are running well, en the timber merchants at Montreal are doing a big business, gives us a lot of rk; in fact it gives us the most work when the saw-mills are running at Montreal. e timber is brought to Lachine in rafts and from there it is brought down as re- ired by the mills at Montreal.

By Mr. Fyshe:

Q. Is it rafted down ?—A. It comes down in rafts on the Ottawa river, and is t into basins at Lachine ; the basins are owned by the Government, and the Gov- nment charges so much so long as the timber is there, and when the timber merchant Montreal requires that timber he will take down as many cribs as he requires.

By the Chairman :

Q. The timber coming down the Ottawa river, which is shipped to Europe, comes wn through the rapids to Quebec, does it not ? It is not stored at Lachine ?—A. here is very little timber coming down the Ottawa that goes to Europe.

Q. But this that you have stored in the Lachine basin, what is it ?—A. It is tim- r that is sawn here in Montreal.

Q. Where does it come from ?—A. All along the Ottawa district.

Q. So that practically it is not cut up in Ottawa, it is cut up here in Montreal?— I beg pardon, it is all timber made in the Provinces of Quebec and Ontario, it is uare or round timber that comes down.

Q. This timber, stored in the Lachine basin, comes down from the Upper Ottawa, wherever it is, and it goes no further than Montreal, I understand, it is worked up the saw-mills here ?—A. Yes.

Q. But all the timber coming down from the Upper Ottawa is not stored at the chine basin, and does not go through the canal ?—A. All the timber from the tawa does go through the Lachine canal.

Q. All that is worked up in Montreal ?—A. Yes, sir, it is all worked up in or und Montreal.

Q. But that which is not worked up in Montreal, what becomes of that ? Surely some goes down to the Coves in Quebec?—A. No, that timber that comes from the Ottawa district, the timber and lumber that comes down on vessels, is the timber that goes on board the ships for the old country, also what comes down in rafts from the St. Lawrence or the south.

Q. You get in the Lachine basin what is cut up here in Montreal ?—A. That is right, sir ; yes, sir, what is sawed and used for cribwork in and around Montreal.

Q. Not what is shipped to Europe ?—A. Oh, no, because what timber is shipped to Europe comes down from the St. Lawrence.

Q. Then all the timber coming from the Upper Ottawa does not come through the Lachine canal ?—A. Yes, I must say yes.

Q. How could it if some of it goes to Europe, and comes down through the rapids! —A. There is no timber coming from the Ottawa that goes to Europe, or very little, and what does go there comes down the Lachine canal, or on vessels.

Q. Does it not go through the rapids ?—A. Well, there is none whatever comes down the rapids from the Ottawa.

Q. What I wanted to get at is this that timber coming down the river wherever it comes from is not used up all in Montreal ?—A. No, sir.

Q. Some of it goes beyond Montreal ?—A. Yes, sir.

Q. And that portion that goes beyond Montreal does it come through Lachine canal ?—A. Whatever comes from the St. Lawrence does but there is none that comes down from Ottawa.

Q. All the timber coming down the St. Lawrence does not go into the Lachine Canal ?—A. None of it. It all goes down the rapids.

Q. Then you only get in the Lachine basin what is cut up in Montreal.

By Mr. Fyshe :

Q. You get all that comes down the Ottawa, but none that comes down the St. Lawrence ?—A. That is it.

By the Chairman :

Q. Does not any of the timber that comes down the Ottawa go to Europe ?—A. It used to, but for years there has been none ; in fact I only remember two rafts of probably 100,000 or 120,000 feet that went to Europe in the log since I was there and that timber was owned by J. K. Ward; that came down the Ottawa.

By the Chairman :

Q. One reads in the papers that Mr. Dobell, Mr. Cox, Mr. Price and Mr. Todd go up the Upper Ottawa and buy timber for Europe, these are English merchants who go up there every season and buy lumber. What kind of lumber is that, is it not square timber ?—A. No, it must be lumber sawn in boards and planks or anything like that. Of course, we have about eight or ten barges that come down every day with sawn lumber from Ottawa and these come down the canal.

Q. I am beginning to understand I think—the lumber that comes down from the Ottawa is sawn ?—A. Yes.

Q. And that coming down the St. Lawrence is not sawn ?—A. I beg pardon, I do not understand; all that is sawn we call lumber and all that is in the log we call timber.

Q. Then no timber comes down from Ottawa ?—A. Yes, lots of it.

Q. I thought you said that wood that is unsawn is called timber and that which is sawn is called lumber ?—A. I said there is none going to Europe in log that comes from Ottawa.

Q. Then, this that is uncut coming from Ottawa, is this made up in Montreal ? —A. Yes, sir.

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Q. And does that come down through the canals ?—A. Yes.
Q. It does not float down the rapids to Montreal?—A. No, sir, it all comes through anals. It would not stand the rapids anyway, the rafts are not built strong enough hat. The St. Lawrence rafts are different, they are built strong so as to come the rapids, they are made of oak and pine and heavy timber.
Q. Is this a new departure this timber business at Lachine ?—A. Oh, no, since the l was made they were put there and used for this purpose.

By Mr. Fyshe :

Q. How long are they allowed to keep that timber in the basin there ?—A. As long ey wish.
Q. Then it is your duty to look after the Government's interest with regard to timber ?—A. No, there is a special man to look after that.
Q. And do they have Government receipts for the lumber put in the basin ?—A.

By the Chairman :

Q. Your duty with this lumber commences when it goes into the Lachine canal? No, when they get into these basins which are above the first lock of the Lachine l.
Q. Do you give a receipt for this timber stored in the basin ?—A. No, sir, it goes ere and there is what we call a boom-master who brings to my office reports that uch timber came in for so and so. I make an entry in the books and the owners e timber which I also enter. When they wish to have some of that timber they to ask for it.

By Mr. Fyshe :

Q. Are not receipts given for timber, in the basin?—A. No, sir.
Q. Could not the owner of the lumber raise money on that in the bank ?—A. e is no form of receipt made for that purpose and I was never asked for one.

By the Chairman :

Q. Who is it makes the shipments that come down and are stored there ?—A. If derstand your question—well,——
Q. Does Mr. Booth, for instance, make them ?—A. No, sir, it is these merchants ontreal. They go up the Ottawa river and bring it down, and sometimes it is ght down by other people and sold tc Montreal merchants after it gets in the

Q. What Mr. Fyshe wants to know is that if a Montreal merchant buys the timber it gets there and wants a loan from the bank, surely he must have a receipt for imber when it is there ?—A. I do not know how they have to borrow, but we no form of receipt; I never gave any receipt and we are not asked for it.
Q. And in addition to your work in connection with the vessels going through anal there is this timber business which has been in existence ever since the canal een opened ?—A. I believe so.
Q. That is the work there has increased so much that you thought it necessary l our attention to it?—A. I thought it necessary.
Q. Is there any other work there besides the basin and the canal traffic ?—A. That sir, sometimes we have a little collection on wharfage, but very little.
Q. What do you think is a reasonable salary to pay you for the work you perform? Of course, if you ask me what idea I have——
Q. No, what you think it is worth ?—A. I think from the cost of living to-day that) or $1,400 for the time would not be too much.

Q. That would be for yourself but what would you say for your assistant?—A. I believe the assistant should get a couple of hundred dollars rise anyway.

Q. You think for yourself that $1,400 would be a fair remuneration?—A. It would be.

Q. And for the assistant that $900 would be a fair salary?—A. Yes, sir.

Q. And in neither case has the salary been raised for forty years?—A. No, sir, I never asked for any raise since I am there.

Q. Have you any other things you wish to suggest?—A. There was one other thing which I wanted to suggest, and which we have already brought up. It was this question about pleasure boats. I do not know whether it is right for me to say so or not, but I think it is too bad for a lot of men to be working so much for the pleasure of people that can afford to be running along the canal at all times, day and night, and for the Government not to get anything in return. It is not any of my business, of course.

Q. You think that the owners of these luxuries should pay for the use of the canal and for the service rendered in letting them through the locks?—A. I think that if I have the time and can afford to run around in a yacht I can afford to pay something, and would be very well pleased to pay it, for the accommodation I obtain.

Q. That is a very sensible remark, and we are pleased that you made it?—A. I may say that it affects the work of the canal in two ways: I may say, in the first place, that very often traffic in a hurry has to wait for these little boats, and in the second place, the lockmasters on the lock are so much bothered with them that they do not take the trouble to send them into the office. The statistics will not show one-half the pleasure boats that go through the canals because the lockmasters are so bothered with them that they do not insist upon them going into the office to report. There is the Soulanges canal, for instance. There these boats will run up and down through the canals ten times a day, and they do not report to the office because the lockmaster does not make them do so. I do not know what the reason is, whether it is that he is bothered so much with them.

Q. It is becoming an abuse?—A. Not only that, but the canoes and paddle boats will go through the locks because it costs them nothing to paddle in the Lachine canal, and they will take advantage of that fact to go through the locks and go down for a paddle of a couple of hours. The lockmaster may say to them, 'You are not in a hurry,' but they will reply, 'Well, I have my pass, and I am going through.'

By Mr. Fyshe:

Q. Who issues the passes?—A. I issue the passes.

Q. You do not issue passes for that purpose?—A. I have no orders to the contrary, and I have to issue passes for everything going through the canal.

Q. In regulating traffic through the canal is it 'first come first served'? Supposing a motor launch comes first and a canoe next and a big cargo boat comes third, does the motor launch and canoe go through before the other boat?—A. They would go through together; they are small and they are supposed to go through a lock together.

Q. It is only the passenger boats that have the right of way over the others?—A. Supposing there is a big cargo boat that would occupy the lock itself, the others have the precedence, and would go through first if they were there before her; they are supposed to, but very often the lockmaster will use his judgment and put the small boat off; but if one of these men chooses to insist or if there is a cantankerous man there with a small boat who puts himself into the lock first you can't force him out of it, and he has to go through except a passenger boat was behind.

By Mr. Fyshe:

Q. It is a case of a man-of-war waiting for a canoe?—A. Yes.

Witness retired.

SSIONAL PAPER No. 29a

MONTREAL, September 21, 1907.

J. M. COURTNEY,
Chairman of Royal Commission on Civil Service.

DEAR SIR,—As one of the employees of the Department of Railways and Canals Montreal, I beg to submit my claim for an increase of wages. My position is guar- n of the electrical station of Mill street, on Lachine canal. I have been in the vice of the Government in that capacity for over a year. My salary has been $55 nonth.

Considering that I have to work on Sundays, the present salary is quite inade- ate; moreover, the ever-increasing cost of living is an additional reason why I ould get an increase of wages.

Therefore I hope that in the revision of the schedules of wages for the employees my department my case will not be overlooked.

I have the honour to be, your obedient servant,
T. DAVID.

ssieurs les commissaires enquêteurs du Service Civil:

Je, soussigné, Julien Brunet, domicilie en la ville de Lachine, expose respectueu- ient :—

Que je suis l'électricien en chef du canal de Lachine, sur tout son parcours ;

Qu'en ma qualité d'électricien, je suis obligé de faire tous les jours l'examen tous les circuits fournissant la lumière électrique au canal de Lachine et des mo- rs électriques placé sur les ponts de ce canal;

Que je suis tenu de voir à l'entretien et au maintien en bon ordre de ses cir- ts et moteurs ;

Que comme électricien, je suis tenu de parcourir le canal Lachine sur toute sa gueur pour faire l'examen des moteurs qu'il y a sur les ponts et voir à ce que la ne de la lumière électrique soit réparée quand il y a lieu, changée et modifiée sui- it les besoins et faire tous les travaux nécessaires au système d'électricité du ial de Lachine ;

Qu'en outre, je suis aussi tenu de voir à l'entretien de la ligne du téléphone du ial ;

Que je suis tenu aussi de faire annuellement l'inventaire du département de l'élec- icité.

Que pour rencontrer les dépenses nécessaire pour me transporter d'un endroit à itre sur le canal Lachine pour remplir mes fonctions d'électricien, il me faudrait somme d'environ trente dollars par mois ;

Qu'attendue que tout le canal de Lachine se trouve sous mon contrôle et sous surveillance, je considère que mon salaire comparé au salaire de mes subalternes, rait être de cent quinze dollars par mois ;

Qu'actuellement, mon salaire est de soixante-quinze piastres par mois et quinze stres par mois me sont allouées pour mes dépenses de transport ;

L'électricien du petit district de la Côte Saint-Paul, reçoit $75 par mois pour er son district sans s'occuper de l'entretien des lignes et des moteurs qui se trouvent s son district et qui se trouvent sous ma charge.

Les contre-maîtres des charpentiers, des forgerons et des machinistes du canal logés, éclairés, chauffés par le Gouvernement et reçoivent comme salaire trois trois piastres et demi par jour avec droit aux extras lorsqu'ils travaillent après heures réglementaires, pendant que votre humble serviteur ne reçoit que soixante- nze piastres par mois, c'est-à-dire deux piastres et demi par jour les dimanches pris, et en outre, je ne suis ni logé ni éclairé, ni chauffé.

Le surintendant du canal avait coutume de m'accorder un certain montant r mes dépenses de transport. Le 1er octobre 1906 on refusa de m'accorder mes

dépenses de transport jusqu'au 31 mai dernier, alors qu'on m'accorda $15 par mois pendant ces huit mois j'ai été obligé de prendre mes dépenses de transport à même mon salaire. Je demande humblement que ces dépenses me soient remboursées. Comme je l'ai dit plus haut, pour la bonne administration du canal de Lachine, une somme de trente dollars devrait être allouée pour mes dépenses de chaque mois, car avec ce montant je pourrais faire des visites aux circuits électriques et aux moteurs plus fréquemment et plus assidument. En outre, je crois sincèrement qu'une somme de $115 par mois pour mon salaire, vu mes responsabilitées et les connaissances techniques que requèrent ma position et mes fonctons, ne serait que juste et légitime. Je suis prêt à vous fournir toutes les recommandations que vous désirerez et les certificats de compétence, de mes supérieurs, entre autre, de l'ingénieur en chef du canal de Lachine, à Montréal.

J'ai confiance que vous prendrez ma demande en votre sérieuse considération et ferez justice.

J'ai l'honneur d'être, messieurs les commissaires,

Votre humble et dévoué serviteur,

Signed,

JULIEN BRUNET.

Lachine, 13 septembre 1907.

Messieurs les commissaires enquêteurs du Service Civil:—

Je, soussigné, Jean Baptiste Brunet, demeurant à Montréal, expose humblement:

Que j'ai été engagé comme lampiste avec un salaire de $45 par mois, plus une allocation de $10 pour mes dépenses.

Que depuis mon engagement, m'étant livré à l'étude de l'électricité, j'ai été trouvé assez compétènt pour voir et faire les réparations aux lampes du canal Lachine. Auparavant les lampes étaient envoyées aux boutiques de réparations en la cité de Montréal, ce qui entraînait au Gouvernement une dépense considérable.

Que depuis une couple d'années, mes supérieurs m'ont confiés la charge de réparer les lampes en désordres et de les mettre en bon état ;

Que j'ai rempli ces fonctions à la satisfaction de mes chefs, tout en recevant le salaire des journaliers qui travaillent à la réparation de la ligne électrique ;

Que je crois qu'une somme de $65 par mois comme salaire ne serait qu'une raisonnable pour remplir la charge de réparateur des lampes, attendu que ces fonctions exigent de l'étude et une certaine compétence.

En outre, très souvent je suis obligé de travailler le dimanche et je désirerais qu'une allocation raisonnable me soit accordée lorsque je travaillerai le dimanche.

Espérant que vous prendrez ma demande en votre sérieuse considération, j'ai l'honneur d'être, messieurs les commissaires,

Votre très humble serviteur

J. B. BRUNET.

Montréal, 13 septembre 1907.

Messieurs les commissaires enquêteurs du Service Civil:

Je, soussigné, Philodelph Cousineau, demeurant à Sainte-Anne de Bellevue, expose humblement :—

Que je travaille au canal de Lachine de temps à autres comme hommes de lignes, c'est-à-dire aux réparations et entretien de la ligne électrique du canal de Lachine, et plus souvent qu'autrement comme lampiste.

Que je ne reçois comme salaire que la somme de $45 par mois.

Qu'en outre de ce salaire les autres lampistes ainsi que ceux qui travaillent aux réparations de la ligne et des circuits, reçoivent une allocation de dix dollars par mois.

SESSIONAL PAPER No. 29a

Que depuis le 1er de Mai dernier, j'ai rempli les fonctions de lampistes sans recevoir aucune allocation pour mes dépenses de transport. C'est pourquoi je demande respectueusement qu'une somme de dix piastres par mois me soit allouée pour mes dépenses de transport comme les autres employés du canal Lachine, et qu'en outre une somme raisonnable me soit allouée pour les dimanches, car comme lampiste, je suis tenu de travailler le dimanche comme tous les jours de la semaine.

Espérant que vous prendrez ma demande en votre sérieuse considération, je demeure,

Votre dévoué et humble servituer,
PHILODELPH COUSINEAU.

Sainte-Anne de Bellevue, 13 septembre 1907.

THOROLD, ONT., September 25, 1907.

THOS. S. HOWE, Esq.,
Secretary, Royal Commission,
Toronto.

DEAR SIR,—We respectfully wish to call the attention of your honourable body to the following facts in connection with our position as lock and bridge tenders of the Welland canal and earnestly beg that you will endeavour to readjust our salaries, on fair and living basis.

1st. On the opening of the new Welland canal, some twenty-five years ago, the salaries were placed at $45 per month for only eight months and a half per year, or about $328.50 per year, and have remained at that figure ever since, while the cost of living, viz., rents, provisions, &c., have so advanced that we find we cannot make provision for our families at the present salary.

2nd. All other branches of labour on the canal received increases in their salaries some three years since, and their hours shortened to nine hours per day.

3rd. We, the lock and bridge tenders, are required to be on duty 12 hours per day and night, as against the others 9 hours.

4th. For 9 hours work the labourers receive $1.50 per day, while we receive only $1.66⅔ per day for 12 hours work.

5th. Labourers on all branches of work (public), outside of the Government service, in this locality are being paid from $1.75 to $2 per day for 9 hours, so you will see the grievance we are under in that respect.

6th. Another grievance is, that in the winter when on our two weeks' water watch, we are required to be on duty, as at all the time during navigation, in all weathers no matter how severe, and receive no pay whatever for the two, and sometimes three, Sundays occurring during the watch.

We would have liked to have representatives to meet your Honourable Body and lay the matter before you more fully, but under our present low rate of pay we feel that we cannot bear the expense.

One more point we would ask you to consider is that from December 15th to April 15th the canal is closed, and so in the hardest part of the year we are out of employment, and cannot secure any position from the manufacturers or other employees, because they feel that they would lose our services in the spring on the opening of navigation.

The above is humbly submitted for your favourable consideration on behalf of the Welland Canal Lock and Bridge Tenders' Association.

(Signed) JOHN N. F. HILLMAN,
Secretary.

OTTAWA, Thursday, November 14, 1907.

The Commission met at 10.30 a.m.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman,
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

Mr. DAVID POTTINGER, I.S.O., sworn and examined.

By the Chairman:

Q. I wrote to you on the 21st of October asking you for certain statements. These are the statements (showing)?—A. These are the statements.

Q. In my letter to you I omitted to ask for similar statements with regard to the stations and tracks; you might send me those also?—A. I will.

Q. I find that for the year ending the 30th June, 1906, you paid in wages and salaries $4,923,000?—A. We did.

Q. Have you increased since that date?—A. We have increased.

Q. Do you know what percentage you have increased?—A. I do not know at present.

Q. In the general offices at Moncton you have 424 employees?—A. That has been increased to some extent.

Q. That was from the 31st of August last?—A. Yes. The number has not increased very much since then.

Q. And the salaries vary from $6,000 a year down to about $250?—A. There are some less than that. We take boys into the service at $8 a month for three months and at $10 a month for the next three months.

Q. Then the salaries vary from $150 to $6,000 a year?—A. Yes.

Q. This is the list of the chief officers and their salaries per month (showing)?—A. Yes.

Q. In the 424 officers in the general offices you have 24 chief officers and about 400 subordinate officers?—A. Yes.

Q. How are these subordinate officers appointed?—A. Every one entering the service has a recommendation from some Member of Parliament or some other influential person supporting the Government.

By Mr. Fyshe:

Q. He must be a Government supporter?—A. He must be recommended by a member of Parliament or a Government supporter.

By the Chairman:

Q. These junior officers do not come under the Civil Service Act?—A. No, the clerks do not. A few of the chief officers do.

Q. The mass of the clerks do not?—A. No.

Q. They pass no examination?—A. No Civil Service examination.

Q. Do they pass any examination at all?—A. The head of the office gives them a test to ascertain whether they are fitted for the duties or not.

Q. If they are not fit for the duties, what does the head of the office do?—A. He tries to get rid of them.

Q. He cannot get rid of them?—A. In most cases he can, but it is rather difficult.

Q. Among these 400 subordinate officers have you men who are not efficient—A. A few.

Q. And they stay there?—A. Yes.

Q. Are the offices at Moncton overmanned?—A. No, they are not.

Q. If you had more efficient men could you do with less?—A. Yes, we could.

Q. To any extent, do you think?—A. I do not think it would be a very serious matter. I may mention that some of the older employees will probably be retired under the Provident Fund Act which was passed during the last session of Parliament and came into force last April.

Q. A boy coming into the office is recommended by some Member of Parliament or some politician?—A. He is.

Q. And the head of the office, the chief clerk or accountant, or engineer, subjects him to some test?—A. Yes.

Q. And if he is not efficient, he will try to get rid of him?—A. He is not kept in the service as a matter of fact. A few may remain on, but not very many.

Q. They pass no examination except the test which you give them when they enter the office?—A. No. Our work, as a rule, is very simple, a matter of reading, writing and a little arithmetic.

Q. Of course, as there are no shareholders, you have no stock registers to look after, as they have in the offices of the C.P.R. Co.?—A. No.

Q. And of course you have no board of directors, with monthly or weekly meetings to look after?—A. No.

Q. One would think, then, that the work at your head office would be rather less than that of a railway company?—A. I do not know that that makes a very material difference. That work for a railway company does not require a very large staff.

Q. Then you have nothing to do with looking after remittances or providing for interest on debt, as is done in the office of the Canadian Pacific Railway of the Grand Trunk?—A. No, but we have all the red tape of the Government, including the Finance Department and the Auditor General's Department, to look after, which a railway company has not; so that it is about as broad as it is long.

Q. You think the system of Government accounting requires you to keep as many clerks as railway companies like the Grand Trunk and the Canadian Pacific Railway?—A. I am inclined to think so, though I have had no experience of a company.

Q. Latterly you have consolidated your accounting departments, have you not—what is Mr. Shannon's title?—A. Controller and treasurer. There has been no change made really, except that there has been some modification in the mode of keeping the accounts. Some years or so ago the Railway Accountants' Association in the United States proposed some changes in railway accounts, and the Intercolonial adopted those changes. The Grand Trunk Railway Company adopted them about the same time.

By Mr. Fyshe:

Q. They are in the line of the suggestions made in the United States by the Inter-State Commerce Commission?—A. Yes, largely.

By the Chairman:

Q. How long ago was the controller inducted?—A. Twelve or fifteen months ago.

Q. The idea of the controller is to concentrate in one office everything relating to the accounts?—A. He has taken the place formerly filled by Thomas Williams, the chief accountant and treasurer.

Q. Instead of calling him the chief accountant and treasurer, you call him the controller?—A. Controller and treasurer he is called now.

Q. He was the accountant of the Railway Department here?—A. He was.

Q. He went to Moncton with the idea of consolidating the accounting offices?—A. I do not know what his idea was.

Q. Was not that the idea of the Department?—A. I do not know.

Q. He has been there for about fifteen months, and you have simply so far changed one officer for another?—A. That is all. We still employ Williams and will employ him.

Q. In your own office, how do you find that there is a necessity to employ another subordinate officer?—A. Mr. Evans, the chief clerk, reports that it is necessary.

Q. Mr. Evans reports that it is necessary to have another clerk?—A. Yes.

Q. A politician is not trying to shove one in?—A. Both go on at the same time; that is to say, there is a large number of people recommended for employment in various capacities. These people's names are kept in books for the purpose, and when we want a clerk we look them up and try to pick out one.

Q. Like almost all the departments of the Government, you keep an application book?—A. Yes.

Q. You only employ a new man when the necessity is apparent, and then you look at the application book?—A. Yes.

Q. You do not have men shoved on you whether you want them or not?—A. Very seldom.

Q. But it does happen occasionally?—A. It has happened. Not often though, I must say.

Q. You have 27 different offices at Moncton—the general manager's, the stores, the paymaster's, etc.?—A. That 'stores department' includes checkers of stores as well as clerks.

Q. Their office is at Moncton?—A. Yes.

Q. You have 27 different branches of the service at Moncton?—A. Yes.

Q. Could any of those be consolidated with a view to economy?—A. I think not. They are the same offices that a railway company would have, and they are necessary.

Q. You have very few temporary employees—only 15 in the stores department. All your employees at Moncton are, as a rule, permanent?—A. In the offices, yes. Out on the line, in the track department, and so on, there are temporary employees.

Q. How far does this list of the higher grade officials compare with the higher grade officials of the C.P.R. and the G.T.R.?—A. Do you mean in number?

Q. No, in emolument?—A. There is no doubt the pay of most of them is very much less.

Q. How far does the pay of the 400 subordinate officials at Moncton compare with that of the officials of the head offices of the C.P.R. or the G.T.R. at Montreal?—A. That is rather a difficult question to answer, because I am not familiar with the details of the pay of the officers of the C.P.R.; but I believe their rates of pay are considerably higher than ours. My reason for saying this is that our people sometimes leave to go to the C.P.R.

Q. Do you find that in the present booming state of business that good men are entering your service at Moncton?—A. Yes.

Q. Do you think they are as efficient as they were fifteen years ago?—A. Yes.

Q. Do many leave you?—A. There are always some leaving.

Q. To better themselves?—A. I understand to better themselves in pay and in position.

Q. And they go into the service of the other railways?—A. They do.

Q. Are the men who replace them as efficient as those who leave?—A. We are losing some good men; but many of our people who are getting less pay than they could get elsewhere have ties that prevent them leaving, and they stay with us even though they could better themselves by going away. Their families, houses, relatives, etc., make it inconvenient for them to leave the service and go elsewhere.

Q. You have some general offices outside of Moncton, but they do not amount to very much. For instance, at Halifax you have freight and passenger offices, and at St. John freight and passenger offices. There are only 43 offices altogether?—A. These belong to the traffic department. There are offices in each city for securing business.

Q. You call these general offices outside of Moncton; that is the classification?—A. Yes.

Q. There are only 43 officers connected with these, and they are in five places?—A. Yes; in Toronto, Montreal, Quebec, St. John and Halifax.

Q. There are none outside of these five cities?—A. No.

Q. You have nobody in Ottawa, for instance?—A. No. We have one man in Boston.

Q. If a man in Ottawa wants to buy a ticket to Chatham, in New Brunswick, going over your line, do you exchange with the Grand Trunk?—A. He goes to the Grand Trunk office and buys a ticket right through.

Q. And you have a kind of clearing house, in which you settle these things monthly?—A. Yes; they are settled monthly with the railways.

Q. How many district superintendents have you?—A. Four.

Q. You call them the Moncton district, the Montreal and St. Flavie, and so on?—A. The whole line, for the purpose of moving the trains, is divided into districts. One extends from Sydney to Oxford and to Truro, and is under a superintendent, and the train despatchers are stationed at New Glasgow and Sydney. The next one is the Halifax and St. John district, extending from Halifax to St. John, and including the branch to Pointe du Chêne; that is under a superintendent, and there are train despatchers for that district at Truro and at Moncton. The Moncton and St. Flavie district, from Moncton to St. Flavie, with train despatching offices at Newcastle and at Campbellton. The Montreal and St. Flavie district, extending from Montreal to St. Flavie, with train despatching offices at Rivière du Loup and at Lévis.

Q. These district officers at the several places are made up of superintendents, chief clerks, chief despatchers, clerks, operators and despatchers?—A. They are.

Q. And their salaries vary from about $2,500 a year to about $500?—A. Yes, roughly speaking.

Q. Are they appointed in the same way as the others, by political recommendation?—A. Originally when entering the service the clerks and also the train despatchers, and telegraph operators were nominated in that way.

Q. But now?—A. They are all appointed originally in that way, but the promotions, so far as the train despatchers and the telegraph operators are concerned, are made in accordance with a contract made with the Telegraphers' Order. The promotions are made by seniority, provided the individual is competent, and his competence is decided on by the officials of the railway.

Q. These are the rules and the schedules of pay of the telegraphers (showing)?—A. Yes, these are the schedules, giving the rules and rates of pay of telegraphers, including the station-masters along the line.

Q. You have said that there are four district superintendents?—A. Yes.

Q. These district superintendents have each a district?—A. Yes.

Q. Are the original appointments for these districts made through the Member for the district?—A. Yes. All the original appointment of employees on the railway have been made in that manner.

Q. For instance, the Member for Cape Breton could not recommend the appointment of an operator or despatcher for the Halifax and St. John district?—A. Usually the recommendation of the local people is taken, but not entirely so.

Q. If there is a vacancy in the Halifax and St. John district for a chief despatcher, for instance, could you take a man from another district and transfer him?—A. That is a promotion, and the promotions are regulated by the schedule. A train despatcher's promotion district covers the whole line east of Campbellton to Sydney and Halifax. If a despatcher is required on the line west of Campbellton, he can be taken from among the telegraphers at any place between Metapedia and Montreal. The promotions of these people are taken out of the political class. They have done it themselves by forming their society. The promotions must be from among them-

selves. When there is a vacancy for a despatcher at Moncton, it has to be advertised, as it is called, by telegraph to all the stations between Sydney and Halifax and Campbellton, and the senior man who applies for the place gets it provided the railway officials are satisfied that he is competent for the work.

By Mr. Fyshe:

Q. The men themselves, then, have something to say about the promotions?—A. Yes.

Q. And the making of the rules?—A. Yes. It was in conference between them and the railway people that these rules were made.

By the Chairman:

Q. All these rules and rates of pay have become effective since July, 1903?—A. Yes, those of the trainmen and the enginemen. One, relating to the car repairers, went into effect in April, 1907.

By Mr. Fyshe:

Q. Have all the railways a similar arrangement?—A. Most of them have with these people.

Q. It originated among the men themselves?—A. Yes.

By the Chairman:

Q. Have these recent rules and schedules of rates of pay tended to increase the wages of these people?—A. In every case where they have been made or revised, the pay has been increased.

Q. Do you know what percentage the pay has been increased?—A. The percentage of increase has not been made up, and we have nothing that would show it.

Q. Have you any idea of what the percentage of increase has been?—A. I have no idea of the percentage, but I can tell you the gross amount of increase granted from the 1st of April, 1907.

Q. Since these books have been promulgated, in 1902 and 1904, has there been any further increase of pay?—A. Not to these classes. There is no fixed time for revising these schedules, but when they are brought up by the men after the lapse of a few years, we go into the matter with them and revise them.

Q. What does a few years consist of?—A. There is no definite term. The telegraphers and station-masters and train despatchers had a schedule negotiated with us, which went into effect on the 1st of July, 1899. That schedule was revised in conference with the men and a new one put into force in November, 1902. It was again revised and a new one put into force in May, 1904; and that is the one that is still operative.

Q. I find by your statement that in the train service you had 1,059 employees in the month of August. That, I suppose, is in the several districts?—A. Yes, including the whole line.

Q. These statements do not include the Prince Edward Island Railway?—A. They do not.

Q. The Prince Edward Island Railway is to all intents and purposes governed the same way as the Intercolonial?—A. Yes. It is practically another district of the Intercolonial, so far as operation is concerned—in everything except capital account.

Q. In the month of August last you had 1,059 employees in the train service; does that include the station masters?—A. No, only conductors, brakemen and baggagemen on trains.

Q. The Moncton and Ste. Flavie district is the next district to Moncton?—A. There are two districts that come to Moncton. The Halifax and St. John district includes Moncton and the Moncton and Ste. Flavie district runs from Moncton to Ste. Flavie.

Q. Are all these brakemen, baggagemasters, yardmasters and conductors, union en?—A. Yes, they all have their societies. The conductors belong to the Order of ailroad Conductors of America. Then there is the Brotherhood of Railway Train-en.

Q. If a new brakeman is wanted at Ste. Flavie, how is he appointed?—A. The perintendent employs a man who is recommended by one of the Members in the strict.

Q. How does that work in with the union? Does the union boycott him if he is ot a union man?—A. No, but he is not appointed very long, I suppose, until they et him into the union.

Q. But the appointments are made politically regardless of the union, and a rakesman who is wanted at Ste. Flavie is nominated by the Member for the dis-rict?—A. He is recommended by the Member, and if suitable he is taken on.

By Mr. Fyshe:

Q. The union has nothing to say about taking on new men, has it?—A. No, it s never said anything about it. The promotions are made afterwards in accord-ce with that schedule from train to train.

By the Chairman:

Q. And the promotions, I presume, would not be confined within one district; t is, if there were a vacancy in the Montreal and Ste. Flavie district, you might point a man from the Moncton and Ste. Flavie district?—A. Not as a rule. The motions are almost always kept within the same district.

Q. Are you overmanned in the train service?—A. It is not possible for us to overmanned in the train service, because the men are only paid while they work. ey are paid so much a day, and the line is divided into distances, called runs, and ertain portion of time is allotted to each run—a day or a day and a half, or a day d a quarter, and so on. When they are not working, they get no pay.

By Mr. Fyshe:

Q. Is there ever any conflict between you and the men as to who shall be pro-oted?—A. Not to my knowledge. We promote them by seniority, according to the edule that governs them.

Q. You find that reasonably satisfactory?—A. It is.

By the Chairman:

Q. Then we come to the shops. You have four sets of shops. Where are the stern locomotive shops?—A. They include Halifax, Stellarton and Sydney.

Q. Where are the northern locomotive shops?—A. They will include Newcastle mpbellton, Ste. Flavie and Rivière du Loup.

Q. St. John will be entirely St. John?—A. Yes.

Q. And Moncton will be entirely Moncton?—A. Yes.

Q. In addition to the 424 men that you have in the offices at Moncton, you have 83 in the shops there?—A. Yes.

Q. Does that exhaust the employees of the railway at Moncton?—A. There would the track employees also.

Q. That is, the men in the offices and in the shops at Moncton number 1,507? you know what the population of Moncton is?—A. It claims 12,000, but I do know.

Q. Then the employees of the railway at Moncton form about one-eighth of the ulation?—A. I should think something like that. That number does not include conductors and the brakemen who live in Moncton.

Q. If the population of Moncton is 12,000 and the men employed in the shops and the offices number 1,500, it would follow that in these two branches alone one in eight of the population of Moncton would be found, apart from the conductors and others?—A. It looks that way.

Q. Then in all the shops in the month of August you had 2,467 employees?—A. Yes, all over the line.

Q. How many counties does the Intercolonial run through?—A. Twenty-nine counties, in Quebec, New Brunswick and Nova Scotia.

Q. Do you happen to know, the population of Westmoreland?—A. I do not.

Q. Are all these 2,467 men employed in the shops appointed primarily by political nomination?—A. Primarily they are recommended by some supporter of the Government. Of course, there are exceptions to that sometimes. For instance, mechanics of the machinist class have been very scarce, and we have been compelled to employ any one who came along in that capacity.

Q. Then your demand for mechanics rather outstrips the supply?—A. Yes.

Q. If you found a good class of mechanics coming out as immigrants, would the chief superintendent or the master mechanic have power to secure their services?—A. If he needed them.

Q. Apart from political pressure?—A. Yes.

Q. The appointment of a thousand and odd people in the shops at Moncton gives a great deal of political patronage to the Member for the district?—A. I may explain that the Moncton shops have been considered to belong to the whole line and not merely to the county in which they are situated, although in practice the county gets the majority of the employment. But employees are brought from other counties and other provinces.

Q. Moncton is regarded as belonging to the whole railway system?—A. Yes, so far as the shops and the general offices are concerned.

Q. According to this statement, you have 1,587 people employed at the stations; these are the station masters?—A. The station masters, baggagemen, porters and switchmen.

Q. They are all paid regular monthly salaries in accordance with the rules laid down in these books?—A. The station masters and the telegraph operators are paid monthly salaries; the baggagemen are paid monthly salaries; the porters are paid by the day.

Q. They also, I presume, are recommended by the Members for the districts?—A. Originally, when they enter the service.

Q. If a vacancy occurs in the position of station master, say at Amqui or Sayabec, how would it be filled?—A. The vacancy would be advertised over the telegraph line in the province of Quebec, between Metapedia and Ste. Rosalie Junction, where the Intercolonial joins the Grand Trunk, and the senior applicant who was qualified would be given the place.

Q. Do you put notices on the telegraph posts?—A. No, no. A telegram is sent to each station in the district for the information of the employees of that class along that part of the line.

By Mr. Fyshe:

Q. Are the people whom you call telegraphers generally qualified by the mere lapse of time to become station masters?—A. They have to have the lapse of time, but they have also to have competence.

Q. I mean that telegraphing is a special duty not necessarily connected with the running of the railroad, and not such as to fit a man to be a station master?—A. It is one of the principal duties that the station master of a small station has to perform.

Q. But he would not necessarily learn the work of a station master, would he?—A. He has to perform many duties besides telegraphing. He has to way-bill freight,

ell tickets, and know the tariffs; he has to receive and deliver freight, and attend to everything of that kind. Telegraphing is only a portion of his duties; but for convenience these people call themselves telegraphers, although there may be station masters perhaps who are not actually engaged in telegraphing.

Q. In other words, they are junior employees of the railway learning all the work of the railway as well as telegraphing?—A. They are learning all the work of a station on the railway.

By the Chairman:

Q. You say that if there were a vacancy at Amqui, a telegram would be sent to all the stations from Metapedia to Ste. Rosalie?—A. Yes, informing them that a vacancy existed and that they could apply.

Q. I suppose there are always more or less applicants for vacancies?—A. Oh, yes. The man at an inferior station wishes to get to a more lucrative one.

Q. If you send a man from Ste. Rosalie to Metapedia, do you pay his removal expenses?—A. Yes, his necessary moving expenses are paid.

Q. Do these station masters have residences at the stations?—A. Most small stations have residences attached to them.

Q. Is the value of these residences taken into account in getting at the pay of a station master?—A. It is. The schedule shows that where there is no residence an additional amount is paid to them in lieu of house rent, fuel and rent.

Q. We now come to the employees on the track. According to the statement you have produced there were 3,357 at work in the month of August. I see that you have divided the Intercolonial for the purpose of track-laying into sections, running up into the hundreds?—A. Yes, there is first a division into districts and then into sections.

Q. There appear to be over 200 sections?—A. There are about six miles to a section.

Q. What is the mileage of the Intercolonial?—A. About 1,500 miles.

Q. These trackmen, I presume, are originally appointed in the same way, by the members of the districts?—A. They are recommended by the Member for the district or some influential person.

Q. How do you find out when new trackmen are wanted?—A. There is a foreman and two trackmen on each section.

Q. Does a Member—say for instance in section 195, wherever that district is—go to the foreman and say 'cannot you employ two or three more trackmen'?—A. No, he could not; at least the foreman could not employ them if the Member went to him.

Q. Well, putting it in another way, might he not suggest that two or three more trackmen be appointed?—A. No, there is a certain permanent staff of trackmen arranged for the railway, which consists of a foreman and two men, and in some cases a foreman and three men, for each of these sections. Beyond that no one under the engineer, who has charge of the track, whose office is in Moncton, could put on more men. During the working season in the summertime when we are repairing the track and doing other work, there are extra men employed on various sections. The number of these extra men to be employed on the various parts of the line is regulated by the engineer of maintenance, and they are employed during the time their services are needed, during the time of fine weather. Then in the winter time we employ men for the purpose of shovelling snow when there are snow storms. These are also temporary men, not permanent trackmen.

By Mr. Fyshe:

Q. Are you in the habit of employing temporary men and dismissing them when no longer need their services?—A. Yes.

By the Chairman:

Q. In what district is Truro situated?—A. Truro is situated in the district between Halifax and Stellarton.

Q. According to your statement, you had 439 people employed in that district on the track in the month of August last?—A. Yes.

Q. That is apparently the highest number employed in any district in that month. Does that happen because there is a vacancy in the Parliamentary representation for the county of Colchester?—A. There was no vacancy in August last.

Q. There was no vacancy in August last, but the world at large knew there was going to be a vacancy almost immediately?—A. That had nothing in the world to do with it. The month of August is one of the months in the summer when we employ extra men to do extra work about the line.

Q. Are these extra men still being employed?—A. I cannot say from personal knowledge, but this is the season of the year when we are dropping them.

Q. Ordinarily this is the season of the year when you drop the extra men?—A. Yes.

Q. Do you know whether these extra men have been dropped in that division?—A. I am sure that all over the line a very large number of extra men have been dropped.

By Mr. Fyshe:

Q. In what months?—A. They were being put off in October and the part of November that has elapsed up to this time.

Q. What would be the difference in the number of employees, on the average, between winter and summer?—A. In the winter there are the snow shovellers and in the summer the extra men. We have a regular staff, as I told you, that are employed all the year around. Beyond that there are extra men employed during certain periods: in winter during snow storms for shovelling snow, and in summer for the laying of new track and doing other work about the track, such as repairs.

Q. Is there really a fund of unemployed labour upon which you can draw when you want temporary men?—A. As a matter of fact, the temporary men that we employ on the track are usually farmers, small farmers who live in the neighbourhood, who, when not employed on their farms, come and work for us.

By the Chairman:

Q. Then the same men may be laying track and doing other extra work in the summer, and in the winter shovelling snow?—A. Yes, in very many cases, and there is another thing I might mention which is that sometimes the same men are taken on as extra men on the track from year to year. They work a month, or perhaps two months, in the summer season year after year.

By Mr. Fyshe:

Q. Will those men have no other employment?—A. Yes, they go and cut their own hay and put in their own potatoes. They have little farms or are farm labourers.

By the Chairman:

Q. Then it has nothing to do with the prospective election that the greater number of trackmen seem to be employed in this district?—A. Not the remotest thing in the world.

Q. We are glad to hear that, because it would seem, possibly, as though the extra men were put on on that account?—A. I will tell you a little more about it. That district includes the city of Halifax, where we are carrying on very considerable works, enlarging the yard. At Truro we are making an enlargement of the yard also. That is one of the reasons why the number of men is greater at those places *than in some* other districts.

Q. The district from River du Loup to Lévis employs the next greatest number men, 410?—A. Yes.

Q. Is that due to political reasons?—A. Nothing of the kind.

Q. Then the fact that in one district 439 men and in the other 410 men are emyed is simply due to the requirements of the district?—A. It is due to the absolute uirements of the service. At River du Loup we have built new shops and are lding extensions to the engine house and doing other things—laying tracks and king a yard.

Q. Then from Point du Chêne to St. John there are 334 men employed. That not anything to do with the vacancy in the St. John division?—A. No, not at all.

Q. Except in the districts named, in no district are there more than 250 men emyed?—A. From Moncton to Newcastle you will see that there are 199 employed. ere is nothing in that district but the ordinary tracklaying. We have no great rks going on there. It is the same on the Canada Eastern and on the Drummond e also.

Q. Then the employment of a larger number of men in certain places is simply to the wants of the locality?—A. Precisely so.

Q. It has nothing to do with by-elections?—A. Nothing whatever.

Q. The trackmen are exclusively appointed from the district in which the tracks laid, I suppose? You do not get trackmen from the county of Rimouski to go o the adjoining county?—A. Well, the track district runs from Ste. Flavie to Campton, and goes through the counties of Rimouski and Bonaventure and a small part Restigouche. These trackmen are local people. They are on a certain definite ce of line about six miles long, so that they naturally will fall into the county in ich they are employed.

Q. I have heard that the trackmen in Rimouski are stopped at the border and laced by other trackmen in Bonaventure, and that these again are stopped at the der and replaced by trackmen from the next county?—A. I have not heard that in ard to Rimouski, and it would not be the case with respect to trackmen. But there a class of men that we employ going about on trains cleaning ditches and so on, l it may have occurred in regard to that class of work. It has occurred in Cape ton.

Q. I have heard the story that at Cape Breton you went through four or five nties and at the county line one carload of men was dropped and another carload taken on?—A. That has been the case sometimes, but they were extra men.

Q. In one way and the other you spend about $5,000,000 a year in wages and sala?—A. We do.

Q. You do not think that you are overmanned?—A. No.

Q. And the higher employees are all paid less, in proportion, than those in the ice of the other great railways—the Canadian Pacific and the Grand Trunk?—A. far as I know, that is the case.

Q. And at the present time, owing to circumstances, the subordinate employees ive pretty much the same pay as they do on the other great railways?—A. I think enginemen and trainmen are paid about the same rates as they are paid on the nd Trunk, and the telegraphers also. The clerks, I had thought, were probably than on some roads; I do not know about the pay on the Grand Trunk, though.

Q. Now we come to the working expenses. Do you purchase all your stores by st tender after advertising?—A. The general storekeeper sends out circulars to different persons in the trade who are recommended by the Members.

Q. But in the case of big purchases?—A. In regard to ties and lumber, we send posters which are put up at all the stations along the railway, and everybody can er that wishes to do so. In regard to the large works, they are advertised in the spapers, and every one who wishes can tender.

Q. Take coal, for instance, do you call for tenders for the coal supply for the line? We call for tenders from all the companies in Nova Scotia and New Brunswick.

Q. You accept the lowest tender, of course?—A. We generally try to get the price down below the lowest tender.

Q. You spent in 1905-6 about $1,300,000 odd on coal. Do the coal barons meet together and settle the price they are to supply coal at?—A. I have heard that said. The offers that the principal coal companies send in are all identically the same in price.

Q. You have heard it said, but you do not know it as a matter of fact? Do you think you get coal at rates that are as fair as those granted to the Grand Trunk or other railways?—A. I do not know what rates the Grand Trunk gets its coal at or the other railways.

By Mr. Fyshe:

Q. Do they not exchange statements?—A. They keep their business to themselves as much as possible, and they do not publish their transactions as we do. We publish everything. If we spend only five cents it is published in the Auditor General's Report. The Grand Trunk are not foolish enough to go in for that kind of publicity.

Q. I do not know that I would style it foolish, because publicity is a good thing is it not?—A. Sometimes.

By the Chairman:

Q. In addition to the $1,330,000 odd which was expended on coal contracts in 1905-6 you disbursed $200,000 odd, the balance of contracts of previous years. In that way you spent on coal over $1,500,000?—A. Coal is one of the largest items in the operation of the railway. We burn 500,000 tons of coal or something like that.

Q. That would overage about $3 a ton?—A. That is about the price we pay.

By Mr. Fyshe:

Q. Would any of these coal mine owners contract to deliver coal to anybody else, say a big manufacturer or a shipping firm, at a less price than they exact from you?—A. Would they do it?

Q. Do you know of it ever having been done?—A. I cannot say that I know of any instance.

Q. Because it would be interesting to know whether they take advantage of you or not. They might combine in regard to the coal intended for the Government and not be able to combine in regard to the coal for other people?—A. Quite so.

By the Chairman:

Q. The working expenses of the Intercolonial Railway amount to about $4,000,000 a year, $3,900,000 odd?—A. It must be more than that surely.

Q. The wages and working expenses were $5,000,000 and the stores about $4,000,000?—A. Yes. That makes $9,000,000.

Q. And out of the working expenses the coal came to about $1,500,000 which is the biggest item in the running of the railway?—A. If those figures are in the statement it must be so.

Q. Well look at the statement yourself?—A. (Referring to the statement) Yes, about $1,500,000.

Q. Well, out of about $4,000,000 coal was bought to the extent of over $1,500,000? A. Yes, purchased but it may not have been used. No doubt that was mostly used.

Q. Do you have much coal on hand? What supply have you usually got on hand, a month's supply?—A. We try to have about 100,000 tons on hand, if we can, in the fall of the year. At the present moment we have none on hand you might say. In consequence of the strike at the Springhill mines our stock now amounts to nothing. We just buy from hand to mouth.

Q. Then if you had 100,000 tons of coal on hand it would be roughly about two *months'* supply?—A. Yes, about that.

Q. Do you think that your supply of coal is bought as cheaply as it ought to be ight, putting the question in that blunt way?—A. No, I think we pay more than should pay for it. The problem is how to better it.

By Mr. Fyshe:

Q. Would it pay to bring coal from the Old Country if you were not charged any ty?—A. We pay duty now; formerly we did not pay duty. The policy of all Gov- ments in this country has been that when the article is produced in the country at we should count the duty; if we import an article of that kind we should add e price of the duty to it in making a comparison with the local price.

By the Chairman:

Q. One of the biggest items, next to coal, is ties. You spent last year about 00,000 on ties. You called for tenders for the supply of ties?—A. We put out a ster every year, in August or September, asking for tenders, and anybody that likes u offer.

Q. Who are Leclair and Daigle, at Tartague?—A. They are lumbermen.

Q. Do they cut their ties in the district?—A. Yes, along the line.

Q. What do you generally pay for ties?—A. Ties have gone up in price very uch. Last year the highest we paid was 35c. for cedar, Princess pine, and tamarack, d 30c. for hemlock. We are likely to pay, I think, a higher price this year. The gh price of lumber and the extensive railway construction has pushed up the price ties. A good many railways in New England States, and neighbouring States, aw their supplies from the Intercolonial Railway and the Grand Trunk gets a eat part of its supply from along our line. All this tends to put up the price.

Q. Do you find the construction of the Grand Trunk Pacific and the extensions the C.P.R. in the west have had the effect of drawing ties from the eastern prov- ces?—A. Yes.

Q. The C.P.R. has paid as much as 85c. for ties in the west, I am told. Do you ow that?—A. I do not know that for a fact, but I have heard it.

Q. What are you paying for ties now?—A. We are paying 35c. for cedar, Princess ne and tamarack.

Q. If these other railways could get their ties for 35c. would it not pay them to y in the lower Provinces and haul westward?—A. It is a terribly long distance to ul ties.

Q. A great part of your expenditure, covering several pages, is for castings and that sort of thing?—A. The castings are got by tender. We do not make our iron stings; they are made at River du Loup for the province of Quebec, at St. John the Moncton shops, and at Halifax for the eastern part of the system. Tenders castings are asked by circular sent out by the general storekeeper to the iron nders in the locality and the lowest offer is accepted. They have the contract for ear. Sometimes if the contract is favourable to the railway it is extended for ther year or so.

By Mr. Fyshe:

Q. Who is the general storekeeper at Halifax?—A. He is at Moncton, not Hali- . His name is W. F. Taylor.

By the Chairman:

Q. The Portland Rolling Mills, for instance, would supply castings for the pro- ce of New Brunswick?—A. No. I forget the name of the firm.

Q. Is it McAvity?—A. No. They supply some brass castings.

Q. It is not the Portland Rolling Mills?—A. The Portland Rolling Mills supply wrought iron and wrought steel. I can tell you who has the contract for castings at St. John if you will let me see the Auditor General's Report.

Q. Is it Burpee?—A. No, Burpee is an iron merchant.

Q. Do you not think that in the case of general stores such as you are buying from the Portland Rolling Mills and other firms, it would be better to call for tenders instead of sending out circulars?—A. The prices in a lot of these things fluctuate very much and if you make a contract for a year the railway might lose or the contractor might lose, and it is difficult to hold the contractors when they are losing money.

By Mr. Fyshe:

Q. When you buy things as you want them do not the tradesmen always charge you retail prices?—A. The theory we try to act upon, and I think it results so in practice very much, is this: We believe that our credit is so good that the merchants will sell us stuff in small quantities at the wholesale price.

Q. That is true but do you take steps to secure it?—A. It is tendered for and the successful man is in competition with a large number of other people.

Q. But you say you do not call for tenders in a great many cases?—A. We do invite tenders for things but the chairman spoke about inviting tenders for the year for hardware and things of that kind. Some of these things are tendered for by the year; for instance, the castings that have been mentioned and the rubber hose required for the shops and the trains, white lead and paints.

Q. It would be a comparatively easy matter to take tenders by the year on this basis—that they allow you a reduction of say 10 per cent or 20 per cent on the established retail rates?—A. Yes, but the next thing would be what are the established retail rates, and we would be squabbling over that. It is better to have a definite price.

By the Chairman:

Q. I see that one firm, McLean, Holt & Co., supplied castings this year to the amount of $38,000. Were those castings called for by circular?—A. By circular addressed to the iron founders of Moncton and St. John, and their tender was the lowest. We got the castings at a pretty low price.

Q. For the large work, the rolling stock, you call for tenders?—A. We call for tenders. There are very few makers in the country. There is Rhodes, Curry & Co., Amherst; the Rathbun Co., Deseronto; and the Crossen Car Co., Cobourg.

Q. What about the Kingston Locomotive Co.?—A. They do not build cars, they build locomotives.

Q. We are speaking of rolling stock. Are not locomotives rolling stock?—A. Yes, that is right.

Q. Then practically for the supply of cars there are only three firms—the Crossen Co., the Rathbun Co., and the Rhodes & Curry Co.? For the locomotives how many firms are capable of tendering?—A. If you are speaking of the present moment there is another car works called the Silliker Works, started at Halifax, near the cotton factory. They had a wood working factory at Amherst.

By Mr. Fyshe:

Q. Is there not some talk about some men buying your car shops in Moncton?—A. That is talked of.

Q. But nothing has been accomplished?—A. Nothing that I know of.

By the Chairman:

Q. Then we come to the locomotives?—A. They are supplied by the Canadian Locomotive Company, of Kingston, and the Montreal Locomotive Works at Hochelaga.

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. And the supply of locomotives is called for by tender?—A. By tender.
. Then the supplies demanded by the increased accommodation at St. John, and it, and the new machinery and new rolling stock are called for by tender?—A. ll by tender.
. Then it is only in the case of outlay for working expenses that you call for es by means of circulars, speaking roughly?—A. The rolling stock is called for cular.
. There is no rolling stock under the head of working expenses, that would be capital expenditure?—A. There are payments for rolling stock under working ses.
. That does not amount to much, does it?—A. It is quite a large item.
. Who supplies that, do you know?—A. Some of the rolling stock is built in the y shops, some by Crossen, some by Rhodes & Curry, and some by the Rathbun any.

By Mr. Fyshe:

. Do you not get any locomotives in the old country?—A. Not since the very lays of the railway. They are things too bulky to carry, you know.
. The C.P.R. sometimes gets locomotives there?—A. They get locomotives from any and some from the old country. We brought some from Scotland in the es from a firm at Glasgow.

By the Chairman:

. The rolling stock charged to working expenses only amounted to $3,000 this —A. I thought there would have been more.
. The lumber and such like charged to working expenses amounted to about 00. In the case of these purchases, do you follow out the same idea of sending rculars?—A. No; posters are put up at all stations along the line of railway.

By Mr. Bazin:

. What would that lumber be employed for, car making?—A. The track de- ent requires rough lumber for the repair of buildings and the erection of some ngs. Then lumber is required by the car department for rebuilding and repair- rs.

By the Chairman:

. I have already asked you about the purchase of coal. Now, in regard to r, ties, castings and that kind of thing, do you believe that you get them as y as you ought to?—A. I believe we do.
. There is only one thing more I want to ask you. Last March an Act was shed putting the employees of the Intercolonial under a provident fund. How men have you got rid of, do you know, since that Act has come into force?—A. undred and three men have been retired up to the present time on that fund.
. The Government undertake to contribute to that fund an amount not exceeding 00 a year?—A. The Government contribute to the fund an amount equal to he men contribute, but it is not to exceed $100,000 a year.
. The men contributed to the fund monthly 1½ per cent of their monthly salaries ages ?—A. Yes.
. The contributions from the men and from the Government come to 3 per cent ly ?—A. Yes.
. This provident fund is only in the experimental state as yet ?—A. It only on April 1, 1907.
. Then it has only been in operation about seven months ?—A. Yes.
. There are about five classes apparently who get the benefit of the fund, classes C, D and E ?—A. Yes.

Q. The allowance payable under the Act is a monthly allowance of 1½ per cent of the average monthly pay received by an employee for the eight years immediately preceding his retirement for each year of his service ?—A. Is eight years not rather a long stretch ? You take the average for the eight years immediately preceding retirement but the average may be from $40 to $100 a month ?—A. The difference ?

Q. Yes, the difference ?—A. I do not know why eight years was adopted. I suppose the longer period they put the fairer it would be, would it not ?

Q. I do not think so. A man should be superannuated, practically upon what he is getting at the time he goes out of the service ?—A. Well, if that is unfair there are other things that are pretty fair for them. You see if a man's pay has been reduced we do not take the amount he is in receipt of at the time of his retirement but go back to what he was getting before the reduction took place. He also gets the benefit of an increase in salary. Furthermore, there is a minimum arrangement under which nobody will get an allowance of less than $20 a month.

Q. Yes, I see the Act provides that in no case shall monthly allowance to any person be less than $20 a month ?—A. That is a very valuable thing for the smaller paid men on the system of railway.

Q. Supposing a man was sixty years of age, had been fifteen years in the service, and had been in receipt of $50 a month for the specified period of eight years, he could not get less than $20 a month ?—A. And could not get more than a certain other figure.

Q. Not more than two-thirds of his average monthly pay ?—A. Not more than two-thirds.

Q. The fund is managed by a board composed of employees of the railway, is it not ?—A. Yes. The general manager of the Government railway is ex-officio a member of the board and the chairman of it. The Minister appoints two members from among the officers of the railway. The employees of the railway who contribute to that fund elect the other two members, and that constitutes a board of five who administer the fund.

By Mr. Fyshe :

Q. Who drew up the rules governing the fund ?—A. They were drawn up primarily by the employees and officials of the railway and it was revised at Ottawa. The draft Act went through the hands of lawyers and actuaries and different people.

By the Chairman :

Q. You are strict, I suppose, about getting medical reports before these men were retired ?—A. Yes.

Q. How often a year does the board meet ?—A. The rules and regulations drawn up provide for monthly meetings until December. After that we thought that a meeting once in three months would be sufficient. We meet on the first Wednesday in each month.

Q. Then up to date 103 men have been retired and brought under this fund ?—A. 103 men have been retired under it at their own request mostly.

Q. Are you examining into other cases ?—A. Yes.

Q. Are there many more likely to go off ?—A. Quite a number.

Q. You do not retire a man before he is sixty years of age ?—A. Not unless he is disabled or physically or mentally incapacitated. Here is a statement that will show the business before us at our last meeting and the number of people that are applying for retirement.

(Statement produced.)

Q. I see a great many applications for retirement ?—A. We had all these applications before us at our last meeting and went over them.

Q. Are the names of these people included in the statement of employees that have been retired ?—A. No.

Q. Then there are sixty-one applications to be considered now?—A. Yes.

Q. Now we come to people who do not want to retire and have not made application to do so. How many of such people do you think you have to deal with?—A. There would be a considerable number, but I have no idea what the number is.

Q. You have already put off 103 employees at their own request and you have sixty-one others who have applied to be retired?—A. Yes, chiefly at their own request.

Q. That makes 164. Now there are other people who have not asked to be retired but whom it is desirable in the public interest to let go?—A. Yes.

Q. The number of the last mentioned class you think would be considerable?—A. Yes, they are old men.

Q. Would that number be 160 or 200?—A. 100 or so, I suppose.

Q. Taking those that have been retired, those that have made application to be retired, and those that have not made application but whom you think should be retired, it would give a total of probably about 300 men?—A. Yes, probably. You see this is the first year and there would be the largest number of retirements if the money holds out.

Q. Naturally that is the case?—A. You see the fund has only just been started.

Q. If the money does not hold out, what will you do then?—A. We will wait until we get more money.

By Mr. Fyshe:

Q. You will have to increase the payments and also get more money from the Government?—A. I do not know what we will need. On April 1 we will have another $100,000 at our disposal if we require it.

By the Chairman:

Q. In the case of officials who were worn out and retired, you will not necessarily replace them by other men? You are retiring men with a view to economy?—A. I should think that most of them will require to be replaced, some of them at any rate.

Q. But if they were no good, why should you replace them by new men?—A. We will get younger men to do the work, I suppose.

Q. If these men are over seventy-five years of age, they could not have done any work?—A. There are lots of men at seventy-five years of age who can do something. There are lots of men who can be watchmen at seventy-five. Such a man can look after a crossing, or something of that kind just as well as a man of twenty.

Q. Unless he sleeps?—A. Well, men do not sleep as much when they get old, do they?

Q. Will you require to appoint as many people as will be retired?—A. No.

Q. Then this provident fund, in a way, will tend to economy?—A. That is what is expected by the Railway Department.

Q. That is what is hoped for by the Railway Department?—A. Yes.

Q. But pressure will be brought to appoint other men in their place?—A. Very likely.

Q. On the whole, you think that, subject to review after it has been working for a year or two, the operation of this Act will be in the interest of the Government railways?—A. It will be in the interest of the men, and I think on the whole in the interest of the railways also.

By Mr. Fyshe:

Q. You are in favour of the system, of course?—A. Yes, certainly.

By the Chairman:

Q. Who appoints the medical examiners?—A. The board appoints them.

Q. Those men that wanted to go out and have this remuneration for the rest of their lives would naturally like to have a medical man who would be favourable to them?—A. Yes.

Q. They have something to say, do they not, in the appointment of medical examiners?—A. The man has nothing to say. The board appoints the medical examiners. In each case we have appointed one.

Q. In each case, or in each place?—A. In each place and in each case. We sometimes send the applicants for retirement quite a distance away from their homes to be examined. At least we have done that so far as we have gone.

Q. In the case of an aged man at St. Flavie, would he be examined locally, or would you send him away?—A. It depends upon the case. If we thought the man, from his age and what we know about him, as wanting to get off and go into some other employment, the probability is we would send him somewhere else; otherwise we would send him to the local man. We have sent applicants for retirement to other places.

Q. Does this Act apply to everybody in the service of the Intercolonial, except a few persons who are under the retirement fund or the Superannuation Act?—A. Yes, all that are considered permanent employees.

Q. Does it apply to all the men in your offices at Halifax and Moncton?—A. Yes, to labourers and everybody.

Q. To all the clerks?—A. Everybody.

Q. Is there anything else you would like to tell us, out of your mind, before we adjourn the sitting?—A. I am afraid I do not know very much else to tell you; you have got it all now. Really I do not know of anything further.

The witness retired.

INTERCOLONIAL RAILWAY OF CANADA,
OFFICE OF THE GENERAL MANAGER,
MONCTON, N.B., November 8, 1907.

THOMAS S. HOWE, Esq.,
Secretary, Civil Service Commission,
Ottawa, Ont.

DEAR SIR,—I received and acknowledged your letter dated October 21, and herewith send the statements asked for, showing the number of employees, whether permanent or temporary, in the different services of the railway at the different places, with aggregate amounts of salaries and wages paid. I also send a statement showing the various grades of salaries paid to officers in the several services.

If these statements do not give the information required, and you will let me know, I will send anything further that is required.

Yours truly,
D. POTTINGER.
Per T. C.

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INTERCOLONIAL RAILWAY.

showing the number of employees, whether permanent or temporary, in lowing services during the month of August last at the undermentioned together with aggregate amounts of salaries and wages paid to them.

	Number of Employes.		Aggregate amount of salaries and wages
	Permanent.	Temporary.	
Moncton Offices.			$ cts.
er's office	23		1,828 60
office	40		2,267 94
ffice	7		820 00
ice	2		176 66
	3		185 00
lief Association	6		269 50
ursements	16		892 85
	72		3,538 79
intenance	35		2,187 51
manager	2		565 00
agent	6		470 33
gent	18		864 87
ctor	2		216 96
ger agent	20		1,380 28
e agent	3		200 00
of motive power	11		812 16
ountant	25		1,450 63
ice	7		237 58
ics	11		593 00
er mechanics	6		392 50
ughting	8		495 00
eper's	26		1,590 48
of car service	8		516 73
's office	26		1,364 84
abour	3		166 00
ice	4		275 00
ent	34		1,320 39
ent		15	411 84
	424	15	25,480 44
Outside Offices.			
	5		319 36
ger	4		315 00
t	3		235 00
ager	2		130 00
agency	1		100 00
senger agency	4		220 00
t assistant	10		766 03
tariff	3		215 00
ager	6		493 50
ger and freight	5		390 00
	43		3,183 89
District Superintendents' Offices.			
ching	12		843 40
te. Flavie district	13		751 33
ng offices	11		1,855 94
p despatching offices	9		1,011 28
te. Flavie district	9		666 37
spatching offices	9		721 30
atching offices	6		642 27
John district	10		653 33
ng offices	10		853 06
ford district	7		567 36
espatching	10		877 56
hing	7		615 94
s office, Montreal	5		374 50
	118		10,433 64

INTERCOLONIAL RAILWAY—*Concluded.*

STATEMENT showing the number of employees, &c.—*Concluded.*

	Number of Employes.		Aggregate amount of salaries and wages
	Permanent.	Temporary.	
Train Services.			$ cts.
Montreal and Ste. Flavie district	301	.....	22,885 73
Moncton and Ste. Flavie district	209	.....	10,067 80
Halifax and St. John—Western	132	.....	9,399 51
" Eastern	114	.....	8,584 23
Sydney and Oxford	156	.....	10,233 48
P. S. & D.—Cars office	15	.....	668 01
" Trains	132	.....	5,684 39
	1,059	.....	67,523 15
Shops.			
Eastern locomotive shops	402	.....	20,113 11
" car shops	281	.....	12,261 26
North locomotive shops	489	.....	23,384 78
" car shops	116	.....	4,900 79
St. John locomotive and car shops	96	.....	2,984 24
Moncton foreman	25	.....	2,185 00
" locomotive shops	603	.....	26,179 46
" car shops	455	.....	19,042 60
	2,467	.....	111,051 24

INTERCOLONIAL RAILWAY.

STATEMENT showing the various grades of salaries paid to officers in the different services monthly.

General manager	$500 00
General traffic manager	500 00
Comptroller and treasurer	300 00
General freight agent	208 33
General passenger and ticket agent	200 00
Chief engineer	291 67
Superintendent of motive power	375 00
General storekeeper	135 00
Engineer of maintenance	291 67
Superintendent of car service	150 00
Superintendent of parlor, sleeping and dining car service	150 00
District superintendents, three at	208 33
District superintendent, one at	191 67
Assistant general freight agent	166 66
Traffic auditor	141 66
Acting auditor of disbursements	150 00
Division freight agent, one at	140 00
Division freight agent, one at	175 00
Freight claim agent	142 50
Assistant general passenger agents, two at	150 00
Car accountant	125 00
General baggage agent	100 00
Claims agent	133 33
Travelling passenger agent, two at	82 50

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INTERCOLONIAL RAILWAY—AUGUST, 1906—WAGES.

Stations.	Number of men.	Amount paid.
		$ cts.
Moncton to Ste. Flavie	143	6,824 01
Ste. Flavie to Montreal	375	15,192 79
Eastern division	400	15,887 75
Western division	382	16,981 36
Sydney to Oxford	284	11,506 58
Canada Eastern	3	10 50
	1,587	66,402 99

INTERCOLONIAL RAILWAY—AUGUST, 1906—WAGES.

Track.	Number of men.	Amount paid.
		$ cts.
C. B. Sydney to Point Tupper	247	7,855 00
E. Ext. Mulgrave to New Glasgow	184	5,388 38
Oxford to New Glasgow	252	6,283 79
Dartmouth Branch	10	327 60
Eastern—New Glasgow to Truro and Halifax	439	12,547 96
Central—Truro to Painsec Junction	223	6,896 55
Western—Point du Chene to St. John	334	12,403 37
North No. 1—Moncton to Newcastle	199	5,729 29
" 2—Newcastle to Campbellton	219	6,131 11
" 3—Campbellton to Ste. Flavie	234	6,309 47
" 4—Ste. Flavie to Riv. du Loup	207	6,830 35
" 5—Riv. du Loup to Levis	410	12,396 15
Drummond, Levis to Ste. Rosalie	187	5,576 54
Canada Eastern	186	5,342 67
Bridgemen	26	1,047 82
	3,357	101,066 05

OTTAWA, June 12, 1907.

Mr. W. G. PARMELEE, I.S.O., sworn and examined.

By the Chairman:

Q. You are the Deputy Minister of Trade and Commerce?—A. Yes.

Q. How long have you been deputy minister?—A. Ever since the department was constituted, that was, I think, in 1892.

Q. Your expenditure last year was about $3,850,000?—A. Yes.

Q. This is the statement you were asked to prepare (showing)?—A. Yes.

Q. Your department looks after the culling of timber, the inspection of staples, commercial agencies, Chinese immigration, bounties on pig iron, puddled bars, steel ingots and articles manufactured in steel, bounties on lead, binder twine and crude petroleum?—A. Yes.

Q. And the mail subsidies and steamship appropriations?—A. Yes.

Q. What are you paid for this?—A. My total salary is $4,200.

Q. You have two chief clerks?—A. Yes.

Q. Mr. O'Hara and Mr. Code?—A. Yes.

Q. Mr. O'Hara is chief clerk and superintendent of commercial agencies?—A. Yes.

Q. And he does the work of private secretary?—A. Yes.

Q. Mr. Code is the chief clerk and accountant?—A. Yes.

Q. You have two first-class clerks?—A. Yes.

Q. Mr. Byrnes and Mr. Warne?—A. Yes.

Q. Mr. Byrnes has been twenty-four years in the service?—A. I do not know. He was transferred from the Department of Inland Revenue to our department when we took over the inspection of staples.

Q. Mr. Warne was a new appointment in your department, was he not?—A. I think so.

Q. His first service began on the 1st of July, 1901, and he came to you on the 1st of July, 1905. Where did he come from?—A. No. He was employed as an extra and outside man for a time, say from February, 1895, and was appointed from July, 1901. He was not transferred from another department.

Q. Then you have one second-class clerk, Mr. Rowland Lewis?—A. Yes.

Q. And six junior seconds?—A. Yes.

Q. And four thirds and one messenger?—A. One messenger on the staff. We have two extra messengers.

Q. You have now no temporary employees besides two extra messengers?—A. We have one typewriter, but she is paid in connection with the outside service. Her name does not appear on the staff.

Q. Miss Shaw, Miss Kennedy, Mrs. Cox, Messrs. Connolly, Dougan, Bawden, Birtch, Miss Farrell and Harold Nutting have all been appointed to your department?—A. Yes. Miss Kennedy was employed for a time in the Department of Customs, but she left it and afterwards came back to our department.

Q. Did they all pass the Civil Service Examination?—A. All on the regular staff have except Mr. Warne, exempt as a university graduate.

Q. And they were all of the proper age, good health and good moral character?—A. So far as I know.

Q. They came in on probation?—A. Yes.

Q. And you gave the usual certificate of efficiency?—A. Yes.

Q. You found no reason to reject any of them?—A. No. I might say that there ı one I am now holding up. I have not signed any recommendation for an increase ɔr the coming year in that case.

Q. He is simply a very young boy?—A. Yes, he is a young lad.

Q. He is only about twenty-two now?—A. About that. Most of them are very ıperior clerks, I must say. Warne, for instance, is the head of our statistical branch, nd a more competent young man is not to be found in the service.

Q. You have had a good deal to say in the appointments; you have told your linister when an appointment was wanted?—A. Sometimes.

Q. You have had no unnecessary people shoved on you?—A. Not to any extent.

Q. Is your staff overmanned?—A. No, it is really undermanned. But we cannot ıke any more, as we have no room. We are absolutely crowded up, with five clerks ı a small room, all running typewriters. It is pretty noisy.

Q. Where are your offices?—A. In the Western Block.

Q. Have you any outside offices?—A. Not in the city.

Q. You have had certain promotions since you have been in the department?—A. es, quite a number.

Q. Did those who were promoted pass the promotion examination?—A. They did -all who were required to.

Q. Did the junior seconds pass from the third class?—A. I think not. Some of ıe junior seconds were appointed as such when there was no third class.

Q. Then, the second-class and first-class clerks passed their promotion examina- ons?—A. Yes.

Q. Did you set any papers with regard to duties of office, and so forth, in these romotion examinations?—A. I may have. I do not recollect.

Q. You have by Order in Council to set them?—A. I transferred the getting out ? these papers to Mr. O'Hara.

Q. The department sets the papers?—A. The department sets the papers so far ; the duties of office are concerned.

Q. How long have you been in the service?—A. Since January, 1876—31 years st January.

Q. Sections 46 and 47 of the Civil Service Act provide that in case of promotion ıe head of the department shall select and that the head of the department may reject. Would it not be better to add to these clauses, 'On the advice of the Deputy Minister'? -A. That is putting a little responsibility on the deputy, who is quite willing that the ead of the department should assume it.

Q. Practically in the promotions do not the Deputy Ministers recommend?—A. think as a general thing it is understood that they do—perhaps not universally, but ıere is always a certificate to the effect that it is desirable. I have no recollection of nything having been done in our department in any other manner.

Q. Your department, being a new one, is built up to some extent by transfers from ther departments?—A. Only in two or three cases.

Q. Did you select those transfers?—A. No.

Q. How did they come to you?—A. When the inspection of staples was placed in ır hands, transferred from the Inland Revenue Department, it was understood that a ɔmpetent clerk should come with it, and they sent Mr. Byrnes. I never knew him ɛfore.

Q. That transfer was not made at the instance of the man himself, but for the ɛneral good of the service?—A. As far as I know. He was simply sent to us. He as the man who had been doing the work and was familiar with it. It has grown ıormously since then.

Q. You have very few third-class clerks?—A. Very few, because the most of em were put in when there was no such thing as a third-class clerk.

Q. You have now only Miss Cox, Miss Farrell and Harold Nutting?—A. There ust be another one.

Q. Miss Farrell has left, I presume ?—A. Yes, she left ten days ago.

Q. Then you have a vacancy there?—A. I do not know whether you would call it a vacancy or not. There is a vacancy of one practically, but the Minister brought in a young lady who is now doing work on the outside service, who I suppose was intended to fill that place. We have work for three or four more if we had competent ones.

Q. You have many women in your staff in comparison with the total number—you have five women ?—A. Yes.

Q. Do you find that men do not show a desire to enter the service as third-class clerks ?—A. I cannot say as to that.

Q. Women are very glad to enter the service at $500 a year ?—A. Yes, there is no lack of applicants at that. There are quite a few applications in already for Miss Farrell's place. Whether the Minister intends to appoint any one or not I do not know. I rather object to it because we have no room.

Q. But there are a much larger number of applications from women than from men ?—A. Yes.

Q. Do you think that is owing to the prizes now open to men in the outside world ?—A. That would be a mere matter of opinion. I would think that if there were not better chances outside of the service we would have more applications ; but as it is, most competent young men can do better outside than they can in.

Q. In appointing a third-class clerk, you are obliged to appoint at a minimum salary of $500. Do you think if that were relaxed a little and you could appoint at between $500 and $700, you would have more applications from good men and would be able to appoint more third-class clerks and junior seconds ?—A. I do not know as to that. There would be far more applications from women than from men even at those figures.

Q. What leave of absence do you give your people ?—A. They are supposed to get three weeks, and if occasionally when business is not pressing, they want to get off for a day or two, I never say no to them.

Q. What are the hours for luncheon ?—A. They are supposed to take an hour. They do not all go at the same time. I try to keep some of them there always.

Q. What are the office hours ?—A. From half-past nine till half-past four.

Q. If their attendance is required longer——A. They have to stay till dismissed if they are needed.

Q. Is there an attendance book?—A. Yes.

Q. Are your people aware of the Treasury Board Minute of 1879 about the use of political influence ?—A. I do not know. I suppose so. It seems to be a sort of dead letter. While on the subject of keeping the clerks after their regular hours at times a good share of the clerks, especially in the statistical branch, are obliged to work at nights, sometimes up to midnight.

Q. I suppose you have no objection to Mr. Fyshe and Mr. Bazin going over the department ?—A. Not at all.

Q. You are an old official—what is your opinion about the abolition of the Superannuation Act?—A. I do not think it was a good move. I think it has kept out of the service a good many who might have come in. The superannuation was an inducement in many instances to enter the service.

By Mr. Fyshe

Q. It was not in itself an adequate provision, because a man might die in the service, and there was no provision for his widow or dependent children ?—A. That is very true, but it was better than nothing. Of course, the older members of the service who came in under the old law are there yet.

By the Chairman :

Q. But the abolition of the Superannuation Act has demonstrated a want of stability in the public service ?—A. That is my idea of it.

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. And in your opinion the sooner a pension Act of some kind is put on the e-book the better it will be for the public service ?—A. I think so. I think the away with third-class clerks, reducing the minimum, and abolishing the super-tion were very bad moves for the service.

. Your department has the supervision of the culling of timber?—A. Yes.

. That is carried on only at Quebec, is it not ?—A. It is only at Quebec now. imes cullers have to come to Montreal or Sorel, but their office is at Quebec.

. It is only done in that one Province?—A. Yes.

. For instance, there is no timber culled in New Brunswick ?—A. No.

. It is square timber that is culled?—A. Practically square timber or waney

. That business has come down since before confederation ?—A. Yes. At one he staff was very large, and thirty or more men were superannuated. They have lropping off one by one until I think there are only eleven on the staff now, and are all that is required. The culling of timber is fast going out of existence ly.

. The culler's office produces a little revenue ?—A. Yes, $4,000 or $5,000. But pense is double that. We have to provide for twenty-seven all told, at a cost 1,500, aside from contingencies.

. With regard to the inspection of staples you have an establishment at Fort m ?—A. Yes.

By Mr. Bazin :

. What are the staples ?—A. Grain is the great item. The grain year com-s on the 1st of August, and since the 1st of August last year there were inspected nnipeg alone over 62,000 cars, and it takes a large staff to handle that many. It t be entrusted to people who do not know what they are about. The chief in-r gets a larger salary than the Deputy Minister. At Winnipeg the chief in-r gets $5,000 a year, and the chief inspector at Fort William gets $3,500.

By Mr. Fyshe

. Are they experts ?—A. Certainly.

By the Chairman :

. Do they establish the grades ?—A. No, the grades are established by the Act. have simply to inspect up to the requirements of the Act and to certify accord-

By Mr. Bazin :

. The Boards of Trade fix the standards, and they meet occasionally at Toronto at purpose ?—A. That is for other kinds of grain than those covered by the No Board of Trade has any control over these inspectors.

By the Chairman :

. How do you get men like Mr. Craig, Mr. Gibbs and Mr. Horne into the service? Mr. Horne and Mr. Gibbs have been in the service ever since grain was inspected. Craig was a grain dealer in Montreal, and when there was a division of the e into eastern and western districts Mr. Craig was appointed chief inspector at eal for the eastern division. That practically came out of the investigation was held in Montreal under Royal Commission seven or eight years ago.

By Mr. Fyshe :

. He would have to deal principally with Ontario wheat, would he not ?—A. In se, but at the same time he has to trace the wheat that comes from the west gh, to see that it is unmixed with any other, and that it goes on board as certified.

By the Chairman :

Q. Then all these men are experts ?—A. They are experts.

Q. They are not political appointments ?—A. Not in that sense at all.

By Mr. Fyshe :

Q. I suppose they were appointed under political influence? Mr. Craig, for instance, would be appointed according to his political creed ?—A. I do not know, I daresay. They are obliged to pass an examination before experts before they can be appointed.

By the Chairman :

Q. In order to develop trade with other countries, you have established a system of commercial agencies ?—A. Yes.

Q. You have nine commercial agents at $3,000 a year, two at $2,500, one at $400, two at $500 in the West Indies, and two at $250 in the West Indies. I suppose the men at $3,000 and $2,500 give their whole time to the work ?—A. Their whole time. The others do not.

Q. The others are merchants in business in their respective places, and act like consuls?—A. Yes. Of course, we cannot use the word " consul ' with reference to our service, but that is practically what they are.

Q. They advise you periodically in regard to trade?—A. Yes. We expect to get letters from them reporting on the outlook of trade—from some every month, from some oftener than that, and some do not report more than once a quarter—for instance, those in the West Indies, who receive small salaries.

By Mr. Fyshe :

Q. Do you think these commercial agents help the trade of the country very much?—A. I think they do, very much, indeed.

By the Chairman :

Q. Of the nine commercial agents at $3,000, four are in Great Britain—at Birmingham, Leeds, Manchester and Bristol?—A. Yes.

Q. Two are in Australia, at Sydney and Melbourne, one in Paris, one in Japan and one in South Africa—A. Yes.

Q. How are they selected as a rule?—A. I think it might be safely stated that they are practically political appointments.

By Mr. Fyshe :

Q. For instance, E. D. Arnaud has been in banking all his life, and I do not see what special qualification he can have for being a commercial agent or consul looking after the promotion of business?—A. Of course, I do not know anything about that. We have to take the men the Government appoint. I think when he was first appointed he was somewhere in the lower Provinces. He first went to Chicago, where he remained for a few months, and finally he was transferred to Newfoundland.

By the Chairman :

Q. He was acquainted with maritime Province business in a way?—A. Yes.

Q. You stated that you thought the appointment of commercial agents was good for the trade of the country?—A. Certainly. You can see the huge increase that has taken place in our foreign trade. In the last twelve months up to the 31st of March it has increased by $92,000,000 as compared with that of the previous year. That could not have been brought about without the assistance of agents in some way or other. Before we had any agents we had very little knowledge of what was required in foreign

ɔuntries. Until our department commenced publishing statistics showing the trade f various foreign countries there was nothing of the sort known in Canada.

By Mr. Fyshe :

Q. The Germans have prosecuted that to a great extent, and I think successılly?—A. They have an immense number of consuls and special agents. So has the nited States now.

By the Chairman :

Q. Apart from the circumstances of their appointment, they are all doing their ork efficiently and well?—A. I think so. I do not know of any complaint.

Q. And the several appointments have justified themselves?—A. I think so. The rst appointments were simply those to the West Indies. Those were made by Mr. oster when he was Minister of Finance. Some of those have dropped out and others re on the list.

Q. The idea has been developed?—A. Yes.

Q. Another feature of your department is Chinese immigration?—A. Yes.

Q. You are ex-officio the Chief Controller?—A. Yes.

Q. In Vancouver and Victoria you have two controllers, two interpreters, two ıstoms officers, a stenographer and a caretaker, and in your memorandum you say: Although the above comprises the paid staff, yet all collectors and other principal fficers at all frontier ports are by Order in Council created officers of this department, re under its control in all matters relating to Chinese, and the work done by and ırough them is considerable—probably, in so far as supervision and correspondence is ɔnsidered, nearly or quite equal to that of the paid staff.' What is the sum now aid to the Government by Chinese on entering Canada?—A. $500.

Q. It used to be how much?—A. It was started at $50, then it was increased to 100, and then it took a jump to $500.

By Mr Fyshe:

Q. That does not effect Japanese?—A. Not at all.

Q. Japanese are allowed in free?—A. Yes.

Q. Is not that somewhat singular?—A. We have a treaty with Japan and we have one with China.

By the Chairman:

Q. The Hindu Sikhs who came in the other day are exempt?—A. Yes.

Q. Practically, has there being a cessation of Chinese immigration?—A. Yes. mmediately the $500 was put on they ceased coming in; they could not afford to pay . But within the last few months they have commenced coming again. I had a ɔort yesterday from Victoria that something like sixty odd Chinamen had come on ne of the ships, and the bulk of them paid their $500; but I did not examine the ɔplications, and it is just possible that many of them come in as young lads, as udents, and that after attending school for a year, they will expect a return of the ıpitation, which is allowed in that case. Yet there have been more coming in during ıe last six months than during the last three years altogether.

Q. In 1905-6, according to your statements, there were only 22 Chinese immi-ants altogether?—A. Yes, paying capitation.

Q. The main expenditure in your department is for the bounties?—A. Yes.

Q. The bounties paid on pig iron and manufactured articles of steel, &c., amount over $2,000,000—on lead, $90,000; on crude oil, petroleum, $201,000; on manilla ıre, $15,000; and you spent on administration $4,300?—A. That is accounted for one way. There is an appropriation to cover the expense of the administration of

the Act in so far as the bounties on iron, steel and lead are concerned; but the regulations provide that any expense connected with it shall be refunded by the concerns over whom officers are placed in supervision, and the result is that the small expenditure of $4,300 is on the minor articles and such expenditure as could not be very well apportioned among the corporations.

Q. You have one general supervisor in Nova Scotia at $1,750 a year?—A. Yes.

Q. Is that enough to pay a man to cope with all these companies?—A. He has assistants there.

Q. He has a supervisor at Sydney who is paid $900 and one at Sydney Mines who is also paid $900?—A. Yes. The Dominion Iron and Steel Company, for instance, was paid last year $246,000 on their pig iron, $301,000 on their steel wire rods and $406,000 on their steel ignots. These are large sums to be paid to a company under the supervision of a man getting $1,750 a year?—A.—The chief supervisor down there is a customs inspector. We have simply borrowed him from the Customs Department. They pay him his salary, and we refund it to them and collect it back from the corporations.

Q. Isn't that rather a rule of thumb way of dealing with an important matter like this?—A. It seems to be satisfactory. He was taken from that post simply because in years gone by he had a good deal to do with the oversight of the manufacture and when bounties were paid in a small way through the Customs Department, he was in charge of them. So that he was the most competent man we could get for the purpose.

By Mr. Fyshe:

Q. What is his name?—A. James A. Russell. Others have been educated up to it since then. We have one man at the Soo who gets $1,500, but he is kept very busy.

By the Chairman:

Q. There is no doubt that they do their work very efficiently; but it would seem as if $1,750 a year to a man to inspect the output of the Dominion Iron and Steel Company is rather small?—A. I agree with you there.

Q. Has he any check upon himself?—Suppose he were to certify that higher bounties were to be paid than the output would show?—A. He cannot do it.

Q. What is the system adopted?—A. The system is this. Every pound of any ingredient that goes into the stack is taken account of, and the output is taken account of. As a check upon that, the ore that goes in is sampled. The sample is analysed, and if the two practically agree, you may consider that it is pretty near right. But in a large establishment of that kind, there are of course a dozen different heads. Each must keep his books, and those books must all correspond the one with the other. Our men not only keep their own account, but check every one of those different departments from the company's books—not only those in the head office, but those of the workmen outside.

By Mr. Bazin:

Q. Can one man supervise all that?—A. He has assistants.

By the Chairman:

Q. Do you know what the Dominion Iron and Steel Company pay their chief officials, or whether a man who is paid only $1,750 by the Dominion Government would not be better off if he were to join the Dominion Iron and Steel Company?—A. I daresay.

By Mr. Bazin:

Q. He gets his board?—A. Yes, his board is paid while he is there.

By the Chairman:

Q. Where are his headquarters?—A. He is most of the time at Sydney, but he to go to New Glasgow to the Nova Scotia Steel and Coal Company, and to londerry.

By Mr. Bazin:

Q. The supervisor of lead at Kaslo gets $2,400?—A. He is getting $2,400. At present moment he has absolutely nothing to do.

By the Chairman:

Q. Is the bounty on lead dying out?—A. It has run out. There is a bounty ble only when the price of lead in London is down to £12 10s. Then it starts at to the ton, and as the price goes up the bounty recedes until at $16 per ton it s entirely. For nearly two years past there has not been a dollar of bounty ed. At the present moment lead is worth £20 6s., or $4 beyond the limit. There not been a dollar of bounty paid within the last year, and yet we are obliged to that man there.

By Mr Fyshe:

Q. Is the production of lead in this country increasing?—A. Since we have ceased ig bounty we have no knowledge of what they are producing. We have no est in it.

Q. You might have indirectly?—A. I think it is quite decidedly increasing, be- the increase in price stimulates production.

By the Chairman:

Q. You have another man in British Columbia, at Marysville?—A. No. Having rther use for him, at present at least, he was allowed to go.

Q. You have a supervisor of petroleum at Petrolia at a salary at $1,200?—A. Yes.

Q. He is the only man there?—A. He is the only man at Petrolia. We pay the ms officer at Sarnia. At Petrolia we have also a stenographer, who is kept very We also have a man at Moncton.

Q. Is the crude petroleum bounty movable, like the lead bounty?—A. No, it is d sum.

Q. One cent and a half on the Imperial gallon?—A. Yes.

Q. When does that expire?—A. There is no limit under the Act. You will e that the total number of persons or firms claiming the bounty on petroleum 95. That does not refer to the number of wells. One concern may have one or ells or a hundred. So that the number of wells we have to keep track of is up g the thousands.

Q. You have to keep track of each well?—A. We have in this way. The output well has to be kept track of when it is sold to a refining company. There will livered say to the Imperial Oil Company so many gallons of oil. Those who r the oil get a check which entitles them to so much money in payment for it in ccountant's office. We have a duplicate carbon copy of that check in every in- e, which shows what the producer has received. If the amount covered by those ns is equal to what he is claiming, it must be correct, and our man will certify otherwise he will not.

Q. The bounties on petroleum amount to $291,000?—A. Something like that.

Q. Is the bounty on binder twine one that runs away?—A. No.

Q. Is it fixed by the Act?—A. The law allows a bounty equal to the export duty anilla hemp from the Philippine Islands.

Q. That is to meet the Americans?—A. Yes, because they allow it to come in free, here is an export duty on Manilla hemp from the Philippine Islands coming to

Canada. Our bounty is an offset to that. It is not to exceed three-eighths of a cent per pound on that consumed.

Q. Then, generally speaking, you consider that the inspection in connection with the bounties has been efficient?—A. Yes.

Q. Have you anything to suggest to the Commission?—A. I have nothing to suggest except that these men should be better paid. We have as competent men as are to be found in Canada, because they are experienced at the work; they have been at it for years. I know that they save their salaries again and again by the check they put on the companies.

Q. The Auditor General has never found any leakage?—A. No. The late Auditor General personally went down to Nova Scotia to look into the work.

Q. The mail subsidies paid last year amounted to about $1,250,000. You have sixty contracts for steamship services, some wholly within the Dominion and others to Great Britain, France, the West Indies, South America, South Africa, Mexico, on both sides, on the Atlantic and the Pacific, Australia, New Zealand, China, Japan and the United States?—A. Yes.

Q. The subsidies are for so many services, weekly, monthly, quarterly, and so on. How is it shown, for instance, that the Victoria Steamship Company has made so many trips to East Bay and back?—A. It must be certified by the Collector of Customs at the port; if there is no collector of customs, by the postmaster or some other Dominion official who chances to reside at the place.

Q. The checks within the Dominion are by the collectors of customs?—A. Yes, principally.

Q. And outside of Canada?—A. By foreign officials as well.

Q. Is there anything you have to suggest in regard to that?—A. No, I do not know of anything in particular. Every service we have is absolutely under contract.

Q. I see that the Auditor General had a little correspondence with you about the dropping of Moville as a port of call?—A. Yes.

Q. Beyond calling or not calling at particular ports nothing has occurred?—A. Nothing at all. There has been no friction. Occasionally explanations are wanted about this service or that. Ports of call are constantly changing. There is a provision in each contract that the Minister may at his discretion change ports of call or other matters in connection with it, if still within the terms of the vote.

Q. For the general good of the public your department publishes three reports—an annual, a monthly and a weekly?—A. Yes.

Q. Are these reports extensively circulated?—A. Very.

Q. Do you put in the papers communications suggesting how trade can be developed?—A. Yes.

Q. Do you know how many numbers of your weekly report have been distributed?—A. In round numbers from 2,500 to 3,000 and they are in constant demand. Never a day passes but we get applications for them. Our annual report has so grown that we had to put it into two volumes.

By Mr. Fyshe:

Q. Does your staff get up the whole of it?—A. Yes.

Q. How many are there?—A. Only about twenty. You will notice that we give on the principal items the figures for every year since Confederation. In the details we give the figures for five years. The Trade and Navigation Returns seldom give more than two years, usually only one.

By the Chairman:

Q. With all this work done by your department, you think it is not overmanned?—A. I think it is undermanned.

Q. And on the whole you think the officials of your department to be thoroughly *efficient*?—A. Taking them as a whole I think they are decidedly efficient men.

SIONAL PAPER No. 29a

Q. Have you any suggestions to make as to salaries or promotions or grading or hing for the general improvement of the service?—A. A general improvement I k would be to increase the salaries to correspond with the increased cost of living. present condition of things is very much on the principle of our Australian mship service. They are always promising an improved service and demanding ncreased subsidy for the improved service. The improved service never comes but expense does. With us the work increases but the pay does not. When I first to do with the service in the Customs Department years ago, I was under the im- sion that it was the lower grades that were so very much underpaid, but I have e to the conclusion that it is the higher grades who are underpaid. Men who are petent to carry on the work of these departments, to supervise it, get outside of the ice very much more money. Although the lower grades may be underpaid, the er grades certainly are.

Q. You were a bank manager before you came into the service?—A. Yes. I was en years a bank manager.

By Mr. Fyshe:

Q. Which bank?—A. The Eastern Townships Bank at Waterloo.

DEPARTMENT OF TRADE AND COMMERCE,
OTTAWA, June 6, 1907.

S. S. HOWE, Esq.,
Secretary, Civil Service Commission,
Ottawa.

SIR,—Referring to yours of the 18th ultimo asking, for use of the Civil Service mission, certain information with reference to the work of this department, and h I regret could not sooner be answered by reason of my absence from the city. Figures are asked for for the years ended June 30, 1892 and 1906. In so far as first date is concerned, this department was not then in existence, and therefore igures can be furnished; but for comparative purposes figures are given for the 1896 as well as for 1906, showing the increase in ten years, during which time ous services that were theretofore under the administration of other departments e been transferred to this department.

I shall be pleased to give any further information on the subject when called upon o so.

I have the honour to be, sir,
Your obedient servant,
W. G. PARMALEE,
Deputy Minister.

GROWTH OF THE DEPARTMENT OF TRADE AND COMMERCE.

The Department of Trade and Commerce was not in operation on June 30, 1892, and therefore no statistics of any kind can be given for that period as requested. For the purposes of comparison, however, the following statement shows the increase of the staff for a period of ten years, that is to say, for the calendar years 1896 and 1906.

	1896.	1906.
Inside service—		
Permanent and temporary	10	19
Outside service—		
Chinese immigration	5	8
Commercial agents and clerks in office of same	7	28
*Cullers and cullers' staff		11
*Inspection staples, Eastern and Western Division		98
Bounties, inspectors		10
Totals	22	174

*Transferred from Inland Revenue, July 1, 1901.

Total expenditure for all purposes in 1896	$ 565,027
" " " 1906	3,850,451

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DEPARTMENT OF TRADE AND COMMERCE.

STATEMENT showing staff of the Department in 1906, with total salaries by services.

	No.	Expenditure.
		$ cts.
Inside service—		
Deputy and staff	19	21,925 00
Outside service.....		
Chinese immigration	9	3,120 00
Commercial agencies	16	33,900 00
Culling timber	27	11,600 00
Bounties	11	11,070 00
Inspection of staples—		
Eastern division	32	17,750 00
Western division	74	71,490 00
	188	170,855 00

TRADE AND COMMERCE DEPARTMENT.—EXPENDITURE 1905-6.

SUMMARY.

	$ cts.
Civil Government ($35,421.32)—	
Salary of minister	7,000 00
Salaries of permanent staff	20,824 14
Contingencies, salaries of temporary clerks	1,281 22
" printing, cab hire, etc	6,315 96
Culling timber	13,133 90
Inspection of staples, including binder twine	109,939 80
Commercial agencies	55,536 32
International customs tariff bureau	600 00
Chinese immigration	3,154 43
Bounties ($2,400,771,29)—	
Pig iron, puddled bars, steel ingots and articles manufactured from steel	2,00 1,338 02
Lead contained in lead bearing ores	90,196 67
Manilla fibre used in manufacture of binder twine	15,079 40
Crude petroleum	291,157 20
Administering bounty on iron, steel, lead and crude petroleum	4,334 39
Mail subsidies and steamship subventions	1,227,560 19
	$3,850,451 64

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DEPARTMENT OF TRADE AND COMMERCE.

STAFF (INSIDE) YEAR ENDED JUNE 30, 1906.

1	Deputy	$ 4,200
2	Chief clerks, 1 at $2,025—1 at $1,900	3,925
2	1st class clerks, 1 at $1,600—1 at $1,500	3,100
1	2nd class clerk	1,200
6	Junior 2nd class clerks, 1 at $950—4 at $900—1 at $800	5,350
4	3rd class clerks, 1 at $725—1 at $575—1 at $550—1 at $500	2,350
1	Messenger at $700	700
2	Extra messengers, 1 at $600—1 at $500	1,100
19		$21,925

ADMINISTRATION OF CHINESE IMMIGRATION ACT.

1	Chief comptroller (Deputy minister)	
2	Comptrollers at Victoria ($400) & Vancouver ($400)	$ 800
2	Interpreteors, 1 at $1,000—1 at $800	1,800
2	Custom officers at $200 each	400
2	Stenographer ($60) & caretaker ($60)	120
9		$3,120

Although the above comprises the paid staff, yet all collectors and other principal ers at all frontier ports are by Order in Council created officers of this department, l are under its control in all matters relating to Chinese, and the work done by l through them is considerable—probably, in so far as supervision and correspond- e is concerned, nearly or quite equal to that of the paid staff.

TRADE AND COMMERCE—OUTSIDE SERVICE—COMMERCIAL AGENCIES.

9	Commercial agents at $3,000 (At Sydney & Melbourne, Australia, Birmingham, Leeds, Manchester and Bristol, England; Paris, Japan and South Africa.)	$27,000
2	Commercial agents at $2,500 (At Mexico and Newfoundland.)	5,000
1	Commercial agent (At Norway.)	400
2	Commercial agents at $500 (At Jamaica and Trinidad.)	1,000
2	Commercial agents at $250 (At St. Kitts and Antigua.)	500
16		$33,900

TRADE AND COMMERCE—OUTSIDE SERVICE—CULLING TIMBER.

1	Acting supervisor, Quebec, at	$ 1,200
4	Clerks at $750	3,000
6	Cullers at $700	4,200
		$ 8,400
16	Superannuated cullers at $200	3,200
27		$11,600

BOUNTIES ON IRON, STEEL, LEAD AND CRUDE PETROLEUM.

1	General supervisor for Nova Scotia	$ 1,750
1	Supervisor, Sault Ste. Marie	1,500
1	" Hamilton	400
1	" Sydney, N.S.	900
1	" Sydney Mines	900
1	" (Lead), Kaslo, B.C.	2,400
1	Assistant supervisor, (Lead), Marysville	1,200
1	Supervisor (Petroleum), Petrolia	1,200
1	Stenographer, (Petroleum), Petrolia	420
1	Assistant stenographer, (Petroleum), Sarnia	200
1	" Moncton	200
11		$11,070

Total number of persons or firms claiming bounty on crude petroleum—595 (*a*).
Total number of persons or firms claiming bounty on lead—154.
Total number of persons or firms claiming bounty on iron and steel—10 (*b*).
Total number of persons or firms claiming bounty on manilla fibre—11.
Number of oil well supervised by Department— (*a*).
Number of iron & steel companies dealt with in payment of bounty— (*b*).

TRADE AND COMMERCE—INSPECTION OF STAPLES.

Western Division. (Temporary staff)—
In addition to permanent staff at Winnipeg there are employed :

1	Special shippers' agent	$ 1,500	
1	Asst., sampler, weighers clerk	660	
17	" " at $600	10,200	
1	"	540	
1	Stenographer	480	
1	Asst. at Calgary	720	
22			$14,100
1	Clerk, sampler, weigher, etc.	900	
1	"	840	
3	" at $780	2,340	
11	" at $720	7,920	
38			12,000
			$26,100

IAL PAPER No. 29-

TRADE AND COMMERCE—INSPECTION OF STAPLES.

Eastern Division.				
1	Chief grain inspector at	Montreal	$ 3,500	
1	Inspector	"	3,000	
2	Deputy inspectors	"	1,900	
1	Sampler	"	750	
1	Clerk	"	1,100	
1	Inspector	Toronto	2,000	
1	Deputy inspector	"	1,100	
1	Inspector	Kingston	650	
1	Inspector	Peterboro	650	
1	Inspector of binder twine		1,600	
1	Inspector of hides	Quebec	1,500	
12				$17,750
7	Inspectors of leather and hides at Hamilton, Toronto, Ottawa, Levis, Montreal, Quebec and St. John		Paid by fees	
3	Inspectors of fish and fish oils at St. John, N.B., Lunenburg and Halifax, N.S.		"	
1	Inspector of pot and pearl ashes, Montreal		"	
1	Inspector of hay		"	
1	Inspector of flour		"	
7	Weighmasters at Collingwood, Goderich, Meaford, Midland, Point Edward, Owen Sound and Peterboro		"	
32				$17,750
Western Division. (Permanent staff.)				
1	Chief inspector at	Winnipeg	$ 5,000	
2	Deputy inspectors at	$1,800	3,600	
2	Deputy inspectors at	$1,200	2,400	
1	Warehouse commissioner		3,500	
2	Deputy warehouse commissioners., at	$1,800	3,600	
1	Secretary Board of Survey at $750, Secy. Grain Standards Board at	$200	950	
1	Chief clerk		1,020	
6	Clerks, samplers and Weighmen at	$900	5,400	
3	"	720	2,160	
2	"	660	1,320	
21				$28,950
1	Inspector at Fort William		3,500	
2	Deputy inspectors, $1,500 and	$1,020	2,520	
1	Deputy inspector, Calgary		1,500	
1	Deputy cargo shipments Fort William		1,500	
1	Weighman		960	
1	Sampler		900	
3	Weighmen at	$780	2,340	
3	Weighmen at	$840	2,520	
1	Weighman		700	
				16,440
35				$45,390
1	Inspector of leather and hides at Winnipeg, paid by fees.			
36				$45,390

SUBSIDIES FOR STEAMSHIP SERVICES.

department has sixty contracts for steamship services, some of which are ithin the Dominion of Canada, while others run to British and foreign coun- follows :—Great Britain, France, West Indies and South America, South Mexico, both on the Atlantic and Pacific, Australia, New Zealand, China and nd the United States.

PUBLICATIONS OF THE DEPARTMENT.

department publishes three reports: an annual, a monthly and a weekly. annual report contains trade statistics of every kind pertaining to Canada trade with foreign countries, as well as statistics in connection with depart-

mental work, and what is of equal importance to the mercantile community, a synopsis of the trade of all countries which publish statistics with details of principal articles of imports and exports.

The monthly report contains comparative statistics from month to month and general commercial information. Commercial agents' reports are also republished in this report from the weekly, and tariff changes in foreign countries.

The weekly report is published and distributed every Monday. It contains the reports of the Canadian Commercial Agents and all other commercial information of importance which it is thought desirable should be made known promptly to Canadian exporters and importers.

DEPARTMENT OF TRADE AND COMMERCE,
OTTAWA, June 13, 1907.

T. S. HOWE, Esq.,
Secretary Civil Service Commission,
Ottawa, Ont.

SIR,—Referring to the request made yesterday for copies of the reports of this department, I now hand you herewith two additional annuals, Volume I, and three annuals, Volume II, the three weeklies last issued, and only one monthly for the month of March last, it being the only available copy left in the department. I have not to-day even one for my own use, but more are due from the printer.

I would call the attention of the Commissioners to my preliminary report in Volume II, which sets forth the object of the publication of the statistics therein contained.

This department through exchanges, &c., receives the annual reports of all countries in the world that publish such; and from such reports the figures are compiled. Previous to this department having taken up this work, no such information was available in Canada, and it has proved of much value to our mercantile communities.

As regards the monthly, it may be noted that it comprises figures showing the progress of Canada, and statistical tables up to and including the month of publication. Of course the tables so far as regards any months included therein of any current fiscal year are unrevised, and are subject to future adjustment; but as a general thing the figures are found correct, and very few changes are necessary. In the copy of the one herewith, you will find the trade of Canada for the twelve months ended March 31 last as compared with previous years ended June 30.

The nine months' figures are not specially referred to. These will appear in the annual.

In the monthlies we usually publish all new tariffs, as they come out, and the reports of commercial agents, to date, together with general commercial information.

The object of the monthly is to get certain information before the public earlier than could be done through the annual reports, and it is regrettable that we are not able to get these monthlies out of the printers' hands as promptly as desirable. The last one to hand is the inclosed for the month of March last.

The weeklies are sent you simply as samples to indicate the scope of the information given therein. I may say that there is a great demand for these weeklies—never a day passes but applications are received for these reports.

I have the honour to be, sir,
Your obedient servant,
(Signed) W. G. PARMELEE,
Deputy Minister.

P.S.—Since writing the above further copies of the monthly have come in from the printer, and I send two additional.

QUEBEC, September 20, 1907.

Mr. GEORGE ROY, chief inspector of hides, sworn and examined, submitted a memorandum, which was read and filed.

By the Chairman:

Q. This memorandum contains arguments in support of the compulsory inspection of hides?—A. Yes.

Q. You are the only inspector of hides in the Dominion who receives a fixed salary?—A. Yes.

Q. How are the other inspectors paid?—A. At five cents per hide, according to the work done.

Q. The local inspectors are allowed all the fees?—A. Yes, they are paid five cents per hide, and they get the cuttings. My subordinates can sometimes make $250 or $300 per week.

Q. There is no revenue derived by the Government from the inspection of hides?—A. No.

Q. Therefore the five cents per hide and the cuttings is what these local inspectors get?—A. Yes.

Q. May I ask how you came to be placed in this exceptional position at a fixed salary, instead of being treated like the other inspectors?—A. I act as a judge or umpire, and could not be paid in the same way.

Q. Does the charge of seven cents per hide prevail in Quebec?—A. Yes. The local inspector here gets the fees.

Q. Are you chief inspector for the whole Dominion—Toronto, Montreal or anywhere else?—A. Yes.

Q. There being no revenue coming through your hands and making nothing in fees, you have to be paid a fixed salary?—A. Yes.

Q. When were you appointed?—A. In 1897.

Q. Had you a predecessor doing the same work?—A. No. The tanners and manufacturers through the Dominion made representations to the Government, and the Government created the position of chief inspector. Those representations were made by the tanners of Toronto, Hamilton, St. Catharines and other places.

Q. It was in 1897, when Sir Henri Joly was the Minister, that you received the appointment?—A. Yes.

Q. Had you any practical acquaintance with the work before?—A. Yes, I had great experience.

Q. What was your occupation before that?—A. A tanner.

Q. You had a large experience as a tanner to qualify you for the office?—A. Yes.

Q. What salary had you in 1897, when you were appointed?—A. The same as I have to-day.

Q. Then you had no increase in salary since you were appointed?—A. No.

Q. In that period of course the price of provisions and everything has considerably advanced?—A. Yes.

Q. Then your salary is not worth as much to you now as it was when you were appointed?—A. No, far from it.

Q. Do you travel much?—A. Yes, especially in Quebec, unless I am called elsewhere.

Q. Do you go to visit the tanneries at London, Toronto, Montreal and other places?—A. Yes.

Q. Are there any regulations that you shall visit these different districts periodically?—A. No. To go to the outside Provinces I must get my instructions from the department at Ottawa.

Q. There are no rules laid down that you must go to Montreal once a year or twice a year, or anywhere else?—A. No. In the province of Quebec I go at my discretion. Outside of the Province of Quebec I am at the disposition of the department. Montreal is the centre where they get the standard.

Q. The local inspector at Montreal, you say, makes about three times your salary?—A. Yes, sir.

Q. You visit Montreal, you say, that being in this Province?—A. Yes, twice a month.

Q. Has the department within the last year asked you to go outside of the Province?—A. No. I was in Toronto last fall.

Q. You are only repaid the expenses you are out of pocket when you go away inspecting?—A. Yes.

Q. That is hardly sufficient to pay your real expenses?—A. That is true.

Q. Then, even in this Province of Quebec there would be no inducement for you to go to other places except a sense of duty?—A. Simply from a sense of duty.

Q. In your own discretion how often do you visit the several localities in this province?—A. Three or four or five times a week in the city of Quebec; very often at Lévis.

Q. Are there no other tanneries in the province?—A. I visit the tanneries at Rivière du Loup about fifteen times a year.

Q. You have never been asked to go to Winnipeg?—A. No.

Q. What places outside of the province have you visited besides Hamilton, London and Toronto?—A. No place outside of the Province of Quebec except London, Hamilton and Toronto.

Q. That is not your fault, but because the department has not asked you?—A. That is correct.

Q. In your memorandum you call attention to the salaries paid to other inspectors, and you consider that you should be placed on an equality with them—the inspectors of grain, &c.?—A. Yes, because I have more responsibility than they have.

Q. Have you any assistance in your office?—A. No.

Q. You do it all yourself?—A. Yes.

Q. The correspondence and everything?—A. Yes.

Q. What reports do you make to Ottawa?—A. One report per year.

Q. You do not send periodical reports of your visits to the various tanneries?—A. Not in the Province of Quebec; only when I go outside the Province.

Q. Have you anything else to say?—A. No. I expect a salary according to the responsibility given to me.

Q. Do you pay anything towards superannuation?—A. No.

OFFICE OF CHIEF INSPECTOR OF HIDES,
QUEBEC, September 18, 1907.

To the Honourable J. M. COURTNEY, Chairman,
and to the Members of the Civil Service Commission,
Quebec.

DEAR SIR,—I inclose herewith three copies of a little memorandum book relating to the inspection of hides, giving detailed information regarding the hide and leather trade.

Very truly yours,

G. M. ROY,
Chief Inspector of Hides.

SESSIONAL PAPER No. 29a

QUEBEC, September 18, 1907.

To the Honourable J. M. COURTNEY, Chairman,
and to the Members of the Civil Service Commission.

DEAR SIRS,—I beg to submit the following memorandum to your estimation:—

I was appointed Chief Inspector of Hides and Leather, the 12th of July, 1897.

Canada produces from 2,500,000 to 3,000,000 large green hides a year, representing a value of $15,000,000 to $18,000,000. This amount increases from 60 to 70 per cent when the hides are tanned and finished into leather.

The advantages of a good inspection of hides for all parties interested are from one to one and a half cents per pound, that is in every city or village where they have inspection offices and a uniform inspection.

It would be impossible to have a uniform inspection without the chief inspector's interference.

The tanner who buys a carload of hides of 40,000 pounds, wrongly inspected, may lose from $100 to $600 on account of the bad classification and of the proportion of all kinds of matter put on the hides to increase their weight.

There are cities and villages where the skinning is done with the intention of selling the hides not inspected, and it is stated that 60 to 70 per hundred of those hides could have been of the very best quality, but the inspector is obliged to classify them as No. 2 and No. 3 on account of knife cuts.

This would be avoided if the skinning was done in view of having the hides well inspected. For example, take Montreal and Toronto, they produce from fifteen to eighteen carloads of hides per week, and because their inspection is well done, they get the highest price for their hides.

I have often re-inspected some lots of hides, and stated a deficit of 10 or 12 per cent on the official standard of a great many of them, and on a very great number I have found a deficit of 5 to 10 per cent. Fresh hides that are weighed by the inspector are cured with salt only, but fresh hides that are cured in view of selling them scale weight are not inspected, to increase their weight sand, water and other substances of similar character are added to the salt; by this means the weight is altered, besides having the effect to injure the nature of the hide.

Hides that are well cured will give the tanner from 5 to 12 per cent more weight in leather and from 5 to 40 per cent better classification. The same difference is against the tanner when the hides are badly cured.

When there is a doubt against the inspection of some lots, on which we have to deduct from 10 to 30 per cent off the weight, in order to give entire satisfaction to all parties concerned, I go to the tannery where they are in tanning and weigh them, and when they are all tanned I weigh them over again so as to compare them with the leather of good inspection hides. Lately I have had to make the same experience in a Toronto tannery, where three carloads are tanned every week.

It must be noted that the green hides are the raw material necessary to supply the largest industry existing in the Dominion of Canada. There are from 450 to 500 very important tanneries in Canada.

My position as chief inspector of hides is one of great importance and of great responsibility, but my salary is not in accordance. It is not in accordance with the salaries paid to different other chief inspectors, although their positions are not more important than mine, and very often of less importance and responsibility.

The chief inspector of grain in Winnipeg has a salary of $3,000.96. The inspector of grain in Fort William has a salary of $3,449.92. The inspector of grain in Toronto has a salary of $3,000. The inspector of grain in Montreal has a salary of $3,000. The chief inspector of provisions in Montreal has a salary of $3,312.93. The local hide inspector of Montreal makes a salary of $4,500 to $5,000, and the Toronto hide inspector makes the same salary.

Canada. Our bounty is an offset to that. It is not to exceed three-eighths of a cent per pound on that consumed.

Q. Then, generally speaking, you consider that the inspection in connection with the bounties has been efficient?—A. Yes.

Q. Have you anything to suggest to the Commission?—A. I have nothing to suggest except that these men should be better paid. We have as competent men as are to be found in Canada, because they are experienced at the work; they have been at it for years. I know that they save their salaries again and again by the check they put on the companies.

Q. The Auditor General has never found any leakage?—A. No. The late Auditor General personally went down to Nova Scotia to look into the work.

Q. The mail subsidies paid last year amounted to about $1,250,000. You have sixty contracts for steamship services, some wholly within the Dominion and others to Great Britain, France, the West Indies, South America, South Africa, Mexico, on both sides, on the Atlantic and the Pacific, Australia, New Zealand, China, Japan and the United States?—A. Yes.

Q. The subsidies are for so many services, weekly, monthly, quarterly, and so on. How is it shown, for instance, that the Victoria Steamship Company has made so many trips to East Bay and back?—A. It must be certified by the Collector of Customs at the port; if there is no collector of customs, by the postmaster or some other Dominion official who chances to reside at the place.

Q. The checks within the Dominion are by the collectors of customs?—A. Yes, principally.

Q. And outside of Canada?—A. By foreign officials as well.

Q. Is there anything you have to suggest in regard to that?—A. No, I do not know of anything in particular. Every service we have is absolutely under contract.

Q. I see that the Auditor General had a little correspondence with you about the dropping of Moville as a port of call?—A. Yes.

Q. Beyond calling or not calling at particular ports nothing has occurred?—A. Nothing at all. There has been no friction. Occasionally explanations are wanted about this service or that. Ports of call are constantly changing. There is a provision in each contract that the Minister may at his discretion change ports of call or other matters in connection with it, if still within the terms of the vote.

Q. For the general good of the public your department publishes three reports—an annual, a monthly and a weekly?—A. Yes.

Q. Are these reports extensively circulated?—A. Very.

Q. Do you put in the papers communications suggesting how trade can be developed?—A. Yes.

Q. Do you know how many numbers of your weekly report have been distributed?—A. In round numbers from 2,500 to 3,000 and they are in constant demand. Never a day passes but we get applications for them. Our annual report has so grown that we had to put it into two volumes.

By Mr. Fyshe:

Q. Does your staff get up the whole of it?—A. Yes.

Q. How many are there?—A. Only about twenty. You will notice that we give on the principal items the figures for every year since Confederation. In the details we give the figures for five years. The Trade and Navigation Returns seldom give more than two years, usually only one.

By the Chairman:

Q. With all this work done by your department, you think it is not overmanned?—A. I think it is undermanned.

Q. And on the whole you think the officials of your department to be thoroughly *efficient*?—A. Taking them as a whole I think they are decidedly efficient men.

Q. Have you any suggestions to make as to salaries or promotions or grading or nything for the general improvement of the service?—A. A general improvement I hink would be to increase the salaries to correspond with the increased cost of living. The present condition of things is very much on the principle of our Australian teamship service. They are always promising an improved service and demanding n increased subsidy for the improved service. The improved service never comes but he expense does. With us the work increases but the pay does not. When I first ad to do with the service in the Customs Department years ago, I was under the impression that it was the lower grades that were so very much underpaid, but I have ome to the conclusion that it is the higher grades who are underpaid. Men who are ompetent to carry on the work of these departments, to supervise it, get outside of the rvice very much more money. Although the lower grades may be underpaid, the gher grades certainly are.

Q. You were a bank manager before you came into the service?—A. Yes. I was fteen years a bank manager.

By Mr. Fyshe:

Q. Which bank?—A. The Eastern Townships Bank at Waterloo.

DEPARTMENT OF TRADE AND COMMERCE,
OTTAWA, June 6, 1907.

THOS. S. HOWE, Esq.,
Secretary, Civil Service Commission,
Ottawa.

SIR,—Referring to yours of the 18th ultimo asking, for use of the Civil Service Commission, certain information with reference to the work of this department, and which I regret could not sooner be answered by reason of my absence from the city.

Figures are asked for for the years ended June 30, 1892 and 1906. In so far as the first date is concerned, this department was not then in existence, and therefore no figures can be furnished; but for comparative purposes figures are given for the year 1896 as well as for 1906, showing the increase in ten years, during which time various services that were theretofore under the administration of other departments have been transferred to this department.

I shall be pleased to give any further information on the subject when called upon to do so.

I have the honour to be, sir,
Your obedient servant,
W. G. PARMALEE,
Deputy Minister.

GROWTH OF THE DEPARTMENT OF TRADE AND COMMERCE.

The Department of Trade and Commerce was not in operation on June 30, 1892, and therefore no statistics of any kind can be given for that period as requested. For the purposes of comparison, however, the following statement shows the increase of the staff for a period of ten years, that is to say, for the calendar years 1896 and 1906.

	1896.	1906.
Inside service—		
Permanent and temporary	10	19
Outside service—		
Chinese immigration	5	8
Commercial agents and clerks in office of same	7	28
*Culling and culling staff		11
*Inspection staples, Eastern and Western Division		96
Fruit inspectors		10
Totals	22	174

*Transferred from Inland Revenue, July 1, 1901.

Total expenditure for all purposes in 1896	$ 565,027
" " 1906	3,850,451

—Page 2957

DEPARTMENT OF TRADE AND COMMERCE.

STATEMENT showing staff of the Department in 1906, with total salaries by services.

	No.	Expenditure.
		$ cts.
Inside service—		
Deputy and staff	19	21,925 00
Outside service		
Chinese immigration	9	3,120 00
Commercial agencies	16	33,900 00
Culling timber	27	11,600 00
Fruit	11	11,070 00
Inspection of staples—		
Eastern division	32	17,750 00
Western division	74	71,490 00
	188	170,855 00

TRADE AND COMMERCE DEPARTMENT.—EXPENDITURE 1905-6.

SUMMARY.

	$ cts.
Civil Government ($35,421.32)—	
Salary of minister	7,000 00
Salaries of permanent staff	20,824 14
Contingencies, salaries of temporary clerks	1,281 22
" printing, cab hire, etc	6,315 96
Culling timber	13,133 90
Inspection of staples, including binder twine	109,939 80
Commercial agencies	55,536 32
International customs tariff bureau	600 00
Chinese immigration	3,154 43
Bounties ($2,400,771.29)—	
Pig iron, puddled bars, steel ingots and articles manufactured from steel	2,00',338 02
Lead contained in lead bearing ores	90,196 67
Manilla fibre used in manufacture of binder twine	15,079 40
Crude petroleum	291,157 20
Administering bounty on iron, steel, lead and crude petroleum	4,334 39
Mail subsidies and steamship subventions	1,227,560 19
	$3,850,451 64

DEPARTMENT OF TRADE AND COMMERCE.

STAFF (INSIDE) YEAR ENDED JUNE 30, 1906.

1	Deputy	$ 4,200
2	Chief clerks, 1 at $2,025—1 at $1,900	3,925
2	1st class clerks, 1 at $1,600—1 at $1,500	3,100
1	2nd class clerk	1,200
6	Junior 2nd class clerks, 1 at $950—4 at $900—1 at $800	5,350
4	3rd class clerks, 1 at $725—1 at $575—1 at $550—1 at $500	2,350
1	Messenger at $700	700
2	Extra messengers, 1 at $600—1 at $500	1,100
19		$21,925

ADMINISTRATION OF CHINESE IMMIGRATION ACT.

1	Chief comptroller (Deputy minister)	
2	Comptrollers at Victoria ($400) & Vancouver ($400)	$ 800
2	Interpreteors, 1 at $1,000—1 at $800	1,800
2	Custom officers at $200 each	400
2	Stenographer ($60) & caretaker ($60)	120
9		$3,120

Although the above comprises the paid staff, yet all collectors and other principal officers at all frontier ports are by Order in Council created officers of this department, and are under its control in all matters relating to Chinese, and the work done by and through them is considerable—probably, in so far as supervision and correspondence is concerned, nearly or quite equal to that of the paid staff.

TRADE AND COMMERCE—OUTSIDE SERVICE—COMMERCIAL AGENCIES.

9	Commercial agents at $3,000 (At Sydney & Melbourne, Australia, Birmingham, Leeds, Manchester and Bristol, England; Paris, Japan and South Africa.)	$27,000
2	Commercial agents at $2,500 (At Mexico and Newfoundland.)	5,000
1	Commercial agent (At Norway.)	400
2	Commercial agents at $500 (At Jamaica and Trinidad.)	1,000
2	Commercial agents at $250 (At St. Kitts and Antigua.)	500
16		$33,900

TRADE AND COMMERCE—OUTSIDE SERVICE—CULLING TIMBER.

1	Acting supervisor, Quebec, at	$ 1,200
4	Clerks at $750	3,000
6	Cullers at $700	4,200
		$ 8,400
16	Superannuated cullers at $200	3,200
27		$11,600

BOUNTIES ON IRON, STEEL, LEAD AND CRUDE PETROLEUM.

1	General supervisor for Nova Scotia	$ 1,750
1	Supervisor, Sault Ste. Marie	1,500
1	" Hamilton	400
1	" Sydney, N.S.	900
1	" Sydney Mines	900
1	" (Lead), Kaslo, B.C.	2,400
1	Assistant supervisor, (Lead), Marysville	1,200
1	Supervisor (Petroleum), Petrolia	1,200
1	Stenographer, (Petroleum), Petrolia	420
1	Assistant stenographer, (Petroleum), Sarnia	200
1	" Moncton	200
11		$11,070

Total number of persons or firms claiming bounty on crude petroleum—595 (*a*).
Total number of persons or firms claiming bounty on lead—154.
Total number of persons or firms claiming bounty on iron and steel—10 (*b*).
Total number of persons or firms claiming bounty on manilla fibre—11.
Number of oil well supervised by Department— (*a*).
Number of iron & steel companies dealt with in payment of bounty— (*b*).

TRADE AND COMMERCE—INSPECTION OF STAPLES.

Western Division. (Temporary staff)—
In addition to permanent staff at Winnipeg there are employed :

1	Special shippers' agent	$ 1,500	
1	Asst., sampler, weighers clerk	660	
17	" " at $600	10,200	
1	"	540	
1	Stenographer	480	
1	Asst. at Calgary	720	
22			$14,100
1	Clerk, sampler, weigher, etc.	900	
1	"	840	
3	" at $780	2,340	
11	" at $720	7,920	
			12,000
38			$26,100

IAL PAPER No. 29.

TRADE AND COMMERCE—INSPECTION OF STAPLES.

Eastern Division.				
1	Chief grain inspector at Montreal		$ 3,500	
1	Inspector	"	3,000	
2	Deputy inspectors	"	1,900	
1	Sampler	"	750	
1	Clerk	"	1,100	
1	Inspector	Toronto	2,000	
1	Deputy inspector	"	1,100	
1	Inspector	Kingston	650	
1	Inspector	Peterboro	650	
1	Inspector of binder twine		1,600	
1	Inspector of hides	Quebec	1,500	
12				$17,750
7	Inspectors of leather and hides at Hamilton, Toronto, Ottawa, Levis, Montreal, Quebec and St. John		Paid by fees	
3	Inspectors of fish and fish oils at St. John, N.B., Lunenburg and Halifax, N.S.		"	
1	Inspector of pot and pearl ashes, Montreal		"	
1	Inspector of hay		"	
1	Inspector of flour		"	
7	Weighmasters at Collingwood, Goderich, Meaford, Midland, Point Edward, Owen Sound and Peterboro		"	
32				$17,750
Western Division. (Permanent staff.)				
1	Chief inspector at Winnipeg		$ 5,000	
2	Deputy inspectors at $1,800		3,600	
2	Deputy inspectors at $1,200		2,400	
1	Warehouse commissioner		3,500	
2	Deputy warehouse commissioners., at $1,800		3,600	
1	Secretary Board of Survey at $750, Secy. Grain Standards Board at $200		950	
1	Chief clerk		1,020	
6	Clerks, samplers and Weighmen at $900		5,400	
3	"	720	2,160	
2	"	660	1,320	
21				$28,950
1	Inspector at Fort William		3,500	
2	Deputy inspectors, $1,500 and $1,020		2,520	
1	Deputy inspector, Calgary		1,500	
1	Deputy cargo shipments Fort William		1,500	
1	Weighman		960	
1	Sampler		900	
3	Weighmen at $780		2,340	
3	Weighmen at $840		2,520	
1	Weighman		700	
				16,140
35				$45,390
1	Inspector of leather and hides at Winnipeg, paid by fees.			
36				$45,390

SUBSIDIES FOR STEAMSHIP SERVICES.

department has sixty contracts for steamship services, some of which are ithin the Dominion of Canada, while others run to British and foreign coun- follows :—Great Britain, France, West Indies and South America, South lexico, both on the Atlantic and Pacific, Australia, New Zealand, China and nd the United States.

PUBLICATIONS OF THE DEPARTMENT.

department publishes three reports: an annual, a monthly and a weekly. annual report contains trade statistics of every kind pertaining to Canada trade with foreign countries, as well as statistics in connection with depart-

mental work, and what is of equal importance to the mercantile community, a synopsis of the trade of all countries which publish statistics with details of principal articles of imports and exports.

The monthly report contains comparative statistics from month to month and general commercial information. Commercial agents' reports are also republished in this report from the weekly, and tariff changes in foreign countries.

The weekly report is published and distributed every Monday. It contains the reports of the Canadian Commercial Agents and all other commercial information of importance which it is thought desirable should be made known promptly to Canadian exporters and importers.

DEPARTMENT OF TRADE AND COMMERCE,
OTTAWA, June 13, 1907.

T. S. HOWE, Esq.,
Secretary Civil Service Commission,
Ottawa, Ont.

SIR,—Referring to the request made yesterday for copies of the reports of this department, I now hand you herewith two additional annuals, Volume I, and three annuals, Volume II, the three weeklies last issued, and only one monthly for the month of March last, it being the only available copy left in the department. I have not to-day even one for my own use, but more are due from the printer.

I would call the attention of the Commissioners to my preliminary report in Volume II, which sets forth the object of the publication of the statistics therein contained.

This department through exchanges, &c., receives the annual reports of all countries in the world that publish such; and from such reports the figures are compiled. Previous to this department having taken up this work, no such information was available in Canada, and it has proved of much value to our mercantile communities.

As regards the monthly, it may be noted that it comprises figures showing the progress of Canada, and statistical tables up to and including the month of publication. Of course the tables so far as regards any months included therein of any current fiscal year are unrevised, and are subject to future adjustment; but as a general thing the figures are found correct, and very few changes are necessary. In the copy of the one herewith, you will find the trade of Canada for the twelve months ended March 31 last as compared with previous years ended June 30.

The nine months' figures are not specially referred to. These will appear in the annual.

In the monthlies we usually publish all new tariffs, as they come out, and the reports of commercial agents, to date, together with general commercial information.

The object of the monthly is to get certain information before the public earlier than could be done through the annual reports, and it is regrettable that we are not able to get these monthlies out of the printers' hands as promptly as desirable. The last one to hand is the inclosed for the month of March last.

The weeklies are sent you simply as samples to indicate the scope of the information given therein. I may say that there is a great demand for these weeklies—never a day passes but applications are received for these reports.

I have the honour to be, sir,
Your obedient servant,
(Signed) W. G. PARMELEE,
Deputy Minister.

P.S.—Since writing the above further copies of the monthly have come in from the printer, and I send two additional.

QUEBEC, September 20, 1907.

Mr. GEORGE ROY, chief inspector of hides, sworn and examined, submitted a memorandum, which was read and filed.

By the Chairman:

Q. This memorandum contains arguments in support of the compulsory inspection of hides?—A. Yes.

Q. You are the only inspector of hides in the Dominion who receives a fixed salary?—A. Yes.

Q. How are the other inspectors paid?—A. At five cents per hide, according to the work done.

Q. The local inspectors are allowed all the fees?—A. Yes, they are paid five cents per hide, and they get the cuttings. My subordinates can sometimes make $250 or 300 per week.

Q. There is no revenue derived by the Government from the inspection of hides?—A. No.

Q. Therefore the five cents per hide and the cuttings is what these local inspectors get?—A. Yes.

Q. May I ask how you came to be placed in this exceptional position at a fixed salary, instead of being treated like the other inspectors?—A. I act as a judge or umpire, and could not be paid in the same way.

Q. Does the charge of seven cents per hide prevail in Quebec?—A. Yes. The local inspector here gets the fees.

Q. Are you chief inspector for the whole Dominion—Toronto, Montreal or anywhere else?—A. Yes.

Q. There being no revenue coming through your hands and making nothing in fees, you have to be paid a fixed salary?—A. Yes.

Q. When were you appointed?—A. In 1897.

Q. Had you a predecessor doing the same work?—A. No. The tanners and manufacturers through the Dominion made representations to the Government, and the Government created the position of chief inspector. Those representations were made by the tanners of Toronto, Hamilton, St. Catharines and other places.

Q. It was in 1897, when Sir Henri Joly was the Minister, that you received the appointment?—A. Yes.

Q. Had you any practical acquaintance with the work before?—A. Yes, I had great experience.

Q. What was your occupation before that?—A. A tanner.

Q. You had a large experience as a tanner to qualify you for the office?—A. Yes.

Q. What salary had you in 1897, when you were appointed?—A. The same as I have to-day.

Q. Then you had no increase in salary since you were appointed?—A. No.

Q. In that period of course the price of provisions and everything has considerably advanced?—A. Yes.

Q. Then your salary is not worth as much to you now as it was when you were appointed?—A. No, far from it.

Q. Do you travel much?—A. Yes, especially in Quebec, unless I am called elsewhere.

Q. Do you go to visit the tanneries at London, Toronto, Montreal and other places?—A. Yes.

Q. Are there any regulations that you shall visit these different districts periodically?—A. No. To go to the outside Provinces I must get my instructions from the department at Ottawa.

Q. There are no rules laid down that you must go to Montreal once a year or twice a year, or anywhere else?—A. No. In the province of Quebec I go at my discretion. Outside of the Province of Quebec I am at the disposition of the department. Montreal is the centre where they get the standard.

Q. The local inspector at Montreal, you say, makes about three times your salary? —A. Yes, sir.

Q. You visit Montreal, you say, that being in this Province?—A. Yes, twice a month.

Q. Has the department within the last year asked you to go outside of the Province?—A. No. I was in Toronto last fall.

Q. You are only repaid the expenses you are out of pocket when you go away inspecting?—A. Yes.

Q. That is hardly sufficient to pay your real expenses?—A. That is true.

Q. Then, even in this Province of Quebec there would be no inducement for you to go to other places except a sense of duty?—A. Simply from a sense of duty.

Q. In your own discretion how often do you visit the several localities in this province?—A. Three or four or five times a week in the city of Quebec; very often at Lévis.

Q. Are there no other tanneries in the province?—A. I visit the tanneries at Rivière du Loup about fifteen times a year.

Q. You have never been asked to go to Winnipeg?—A. No.

Q. What places outside of the province have you visited besides Hamilton, London and Toronto?—A. No place outside of the Province of Quebec except London, Hamilton and Toronto.

Q. That is not your fault, but because the department has not asked you?—A. That is correct.

Q. In your memorandum you call attention to the salaries paid to other inspectors, and you consider that you should be placed on an equality with them—the inspectors of grain, &c.?—A. Yes, because I have more responsibility than they have.

Q. Have you any assistance in your office?—A. No.

Q. You do it all yourself?—A. Yes.

Q. The correspondence and everything?—A. Yes.

Q. What reports do you make to Ottawa?—A. One report per year.

Q. You do not send periodical reports of your visits to the various tanneries?—A. Not in the Province of Quebec; only when I go outside the Province.

Q. Have you anything else to say?—A. No. I expect a salary according to the responsibility given to me.

Q. Do you pay anything towards superannuation?—A. No.

OFFICE OF CHIEF INSPECTOR OF HIDES,
QUEBEC, September 18, 1907.

To the Honourable J. M. COURTNEY, Chairman,
and to the Members of the Civil Service Commission,
Quebec.

DEAR SIR,—I inclose herewith three copies of a little memorandum book relating to the inspection of hides, giving detailed information regarding the hide and leather trade.

Very truly yours,

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Chief Inspector of Hides.

SESSIONAL PAPER No. 29a

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It would be impossible to have a uniform inspection without the chief inspector's interference.

The tanner who buys a carload of hides of 40,000 pounds, wrongly inspected, may lose from $100 to $600 on account of the bad classification and of the proportion of all kinds of matter put on the hides to increase their weight.

There are cities and villages where the skinning is done with the intention of selling the hides not inspected, and it is stated that 60 to 70 per hundred of those hides would have been of the very best quality, but the inspector is obliged to classify them as No. 2 and No. 3 on account of knife cuts.

This would be avoided if the skinning was done in view of having the hides well inspected. For example, take Montreal and Toronto, they produce from fifteen to eighteen carloads of hides per week, and because their inspection is well done, they get the highest price for their hides.

I have often re-inspected some lots of hides, and stated a deficit of 10 or 12 per cent on the official standard of a great many of them, and on a very great number I have found a deficit of 5 to 10 per cent. Fresh hides that are weighed by the inspector are cured with salt only, but fresh hides that are cured in view of selling them scale light are not inspected, to increase their weight sand, water and other substances of similar character are added to the salt; by this means the weight is altered, besides having the effect to injure the nature of the hide.

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It must be noted that the green hides are the raw material necessary to supply the largest industry existing in the Dominion of Canada. There are from 450 to 500 very important tanneries in Canada.

My position as chief inspector of hides is one of great importance and of great responsibility, but my salary is not in accordance. It is not in accordance with the salaries paid to different other chief inspectors, although their positions are not more important than mine, and very often of less importance and responsibility.

The chief inspector of grain in Winnipeg has a salary of $3,000.96. The inspector of grain in Fort William has a salary of $3,449.92. The inspector of grain in Toronto has a salary of $3,000. The inspector of grain in Montreal has a salary of $3,000. The chief inspector of provisions in Montreal has a salary of $3,312.93. The local hide inspector of Montreal makes a salary of $4,500 to $5,000, and the Toronto hide inspector makes the same salary.

My salary is far from being in accordance with the above salaries, although I have the same obligations to meet. Since I have been appointed chief inspector of hides, my expenses have doubled on account of the high prices I have now to pay for everything that is required for the subsistence of my family; moreover, my family has increased of four since my nomination. I now have seven boys.

I count upon your protection to do me justice according to my merit.

I have the honour to be, dear sirs,

Your obedient servant,

G. M. ROY,

Chief Inspector of Hides.

ONAL PAPER No. 29a

OTTAWA, FRIDAY, May 17, 1907.

he Commission met at 10.30 o'clock, the Chairman, Mr. Courtney, presiding.

r. JOHN FRASER, Auditor General, called and sworn and examined.

By the Chairman :

. You are the Auditor General of Canada ?—A. I am.
. You became Auditor General in August, 1905, I think ?—A. On August 1,

. Previous to that for how many years were you in the Finance Department ?—
ıce 1875, thirty years.
. Then, practically, you have been thirty-two years in the public service?—A.
-two years.
. Your staff now is composed of fifty-one permanent employees and twenty-five
rary employees ?—A. Fifty-one permanent employees, fifteen extra clerks and
messengers.
. Have you prepared a comparative statement of the cost of administering your
between 1892 and 1906 ?—A. Yes, in detail.
Statement produced and filed.)
. Your office is an office of verification ?—A. Yes.
r. FYSHE.—And of audit.

By the Chairman :

. I am going to enlarge on that. You audit all the expenditures and see that
ıre correctly made—all expenditures under votes of Parliament, or statutory
ity ?—A. Yes.

By Mr. Fyshe :

. In order to see that these appropriations are not exceeded or misspent ?—A.
is the idea, roughly speaking.

By the Chairman :

. To see that all the expenditures are made in accordance with the terms of the
mentary vote ?—A. Yes.
. And that all expenditures are supported by vouchers ?—A. Yes.
. And that the expenditure is certified to, by the officers in charge of the several
ıes that make them ?—A. Yes.
. As correct and fair and just charges ?—A. Or according to contract.

By Mr. Fyshe :

. That they are certified to by the officers duly authorized ?—A. Yes, as fair
ıst or according to contract.

By the Chairman :

. The expenditure under your audit, has, since 1892, run up from $35,000,000 to
0,000 ?—A. I do not recollect the expenditures in 1892, but I will accept your
s subject to verification as to that year. (The public accounts show it to be
$42,000,000 in 1892, as against $83,000,000 in 1906.)

Q. For examining and finding the correctness of this expenditure, what is your salary ?—A. $4,000.

Q. That is fixed by Act of Parliament ?—A. Fixed by statute.

Q. Your office is held during good behaviour; in that respect it differs from the position of the deputies whose appointment is subject to pleasure?—A. Yes.

By Mr. Fyshe :

Q. You hold exactly the same legal position as Mr. McDougall, your predecessor? —A. Yes, precisely.

Q. That is, you can only be removed by vote of Parliament ?—A. By vote of Parliament, a majority of both Houses.

Mr. FYSHE.—That is a pretty strong position.

Mr. CHAIRMAN.—In that respect he differs from the deputies.

The WITNESS.—The expenditure mentioned does not cover all that is audited.

By the Chairman :

Q. Does it not cover all the expenditure that is audited ?—A. No, there are what we call open accounts.

By Mr. Fyshe :

Q. Would not your audit actually cover the whole expenditure of the nation ?—A. Nearly all.

Mr. FYSHE.—I should think it would.

By the Chairman :

Q. Not exactly all?—A. In regard to the savings bank and money order business, there is a certain amount of audit ; in fact we have to pass certificates for all the cash expenditure of the Dominion which amounts, I think, to about $150,000,000, the turnover of cash.

Q. And you audit the revenues ?—A. And the revenue as well.

By Mr. Fyshe :

Q. Has not your office something to do with possible irregularities that may take place in other departments.

By the Chairman :

Q. You had better follow that up as soon as we have finished with this branch of the investigation. You audit the revenues as well as the expenditures?—A. Yes.

Q. The votes of Parliament, and open expenditures like money orders and the savings banks ?—A. Yes.

Q. The turnover in cash now amounts to about a million dollars a day roughly speaking ?—A. Somewhere about that figure.

Q. And for this you are paid about $4,000 a year ?—A. Yes.

Q. Is the staff sufficient for the work ?—A. Just about. The work is growing and the staff will have to grow too.

Q. Are all your officers in the one building ?—A. No, we are in two buildings.

By Mr. Fyshe :

Q. How many offices do you occupy ?—A. I do not know how many rooms there are. We have four or five clerks in each room. There is a staff of about seventy roughly speaking.

By the Chairman:

Q. How many offices have you got outside your headquarters, if we may call it that ?—A. There are about twenty-two—that is separate and away from the head office. The other buildings is about three or four blocks away from the head office in this city.

By Mr. Bazin :

Q. Why do you not occupy the same building ?—A. Because there is not the accommodation.

Q. There is a want of room ?—A. A want of room.

By Mr. Fyshe :

Q. Have you a good man looking after the staff in the other building ?—A. Yes, there is a chief clerk in charge of the other branch.

By the Chairman:

Q. Where is the other building ?—A. At the corner of O'Connor and Queen Sts.

By Mr. Bazin :

Q. Is that far from here ?—A. Just about three or four city blocks away.

By Mr. Fyshe :

Q. Do you go down and visit the staff there frequently ?—A. I occasionally drop in there. It is more convenient sometimes to go down myself rather than to bring two or three of the staff up to the head office.

Q. I presume the chief qualifications for officers in your department would be extreme correctness and care ?—A. Yes, and judgment and business ability as well.

Q. Yes, and judgment ?—A. Good all round men are needed.

Q. The members of your staff need to exercise more discretion and judgment than those in most of the other offices ?—A. Yes, or we would be in difficulties all the time. We have a certain amount of work that might be called mechanical, such as verifying the mathematical correctness of an account.

Q. Casting up figures ?—A. Yes, but in the examination of accounts there is also needed some idea as to prices and sometimes as to the advisability of an expenditure.

Q. Your officers can hardly have too much knowledge ?—A. No, they cannot.

Q. I mean about material things ?—A. The more knowledge they have the better.

By Mr. Bazin :

Q. You have not to verify the prices in accounts ?—A. Oh, yes. So far as we can we criticize prices. For instance, we find one department is buying a class of goods, a standard class of goods for a certain figure. We find another department is paying a higher price for the same class of goods. We object to that, and we want to know the reason for paying the increased price. Of course there might be peculiar circumstances that required a higher price. We have to look into everything of a suspicious nature in connection with an account.

By Mr. Fyshe :

Q. Have you any special method of training your staff in your views in order to assist you in catching on to things ?—A. Well, there is the very long experience of the older officers.

Q. I suppose you teach all your staff to use their brains ?—A. Oh, yes, and we have almost daily conferences over different points that crop up. And in order to have a uniform system we follow the practice whenever a letter is written to a department

on some matter where there is perhaps a principle at stake, or some objection raised—where we are going to discuss a thing that is of any consequence—we have five or six copies made of the letter and one is sent to each chief clerk. As I say that is done in order to have a uniform method.

Q. To see they are all on the alert ?—A. Yes.

By the Chairman :

Q. You of course have no political head ?—A. No.

Q. If you want to communicate your views, you do so through the Minister of Finance ?—A. Yes.

Q. But you are the judge of the number of officials required in your office ?—A. Yes.

Q. And those are of course selected from candidates who have made the best showing at the Civil Service Examination ?—A. From those who have passed the Civil Service Examination.

Q. They are appointed on probation as in the case of the departments ?—A. Yes. A. Yes.

Q. Have you ever rejected any during your tenure of office ?—A. Not so far.

By Mr. Fyshe :

Q. You have not dismissed anybody ?—A. No.

The CHAIRMAN.—Mr. Fraser has only been Auditor General for about 18 months.

By Mr. Fyshe :

Q. Does Mr. Fielding supply you with the men you need ?—A. Yes.

Q. Why do you not have the appointment of them yourself ?—A. I have not got the power of making appointments.

Q. Why should Mr. Fielding, the head of the Finance Department, have any special connection with the Audit Office ?—A. By law, he is the Minister that we are attached to for purposes of that sort. All appointments have got to be made by the Governor in Council and some responsible minister must make the recommendations to council.

Q. How long has the department been in existence ?—A. Since 1878.

Q. It was a created office ?—A. Yes.

The CHAIRMAN.—Like everything else, it was evolved out of a former condition of affairs.

By Mr. Fyshe :

Q. And Mr. McDougall was the first incumbent ?—A. Yes.

Q. Has the general influence of the department been good ?—A. I think so.

Q. Mr. McDougall's administration wound up by some unpleasantness between him and the Government, did it not ?—A. Well, his career wound up; he resigned eventually. He held different views to what the Government did on certain things and wanted some amendments to the Audit Act to which they apparently could not agree and he resigned.

Q. I suppose it would be hardly right to ask you what your opinion was of the merits of the dispute ?—A. It would be a difficult matter to give an opinion on a good deal of the controversy.

Q. It does not matter who the parties to a quarrel are, it should always resolve itself into the question who was right and who was wrong ?—A. I will go this far in reference to that : Broadly speaking, Mr. McDougall wanted more power than he had under the Act or that he thought he had under the Act. I find the Act sufficient for my purpose.

Q. You do ?—A. Yes.

Q. Did Mr. McDougall seem to think that the efficiency of the department was impaired by not having sufficient power ?—A. That was his impression.

Q. Was Mr. McDougall ever found to be conspicuously at fault in administering the department ? Did he go wrong in anything, or do things that were obviously mistakes ?—A. Do you mean in the way of a loss of money to the country ?

Q. Yes. It might eventuate in a loss or might not. Did he do anything that any reasonable servant of the country could take exception to ?—A. Well, what seemed to me to be the most objectionable feature about his standpoint was that he wanted to take a responsibility and have a power that in my opinion could only be vested in a Government.

Q. Of course it depends upon how you look at it to some extent. The question is which is the best ; whether power, necessarily administrative power, should be vested in a man who is only considering the good of the country and who feels a responsibility and is not afraid to assume it, rather than in a man who cannot be attacked except in Parliament ?—A. Well, you would make a man practically a dictator. There must be responsibility somewhere.

Q. Well, responsibility to supervision and criticism, but I think, as a rule, that all heads of departments—I mean official heads,—should have complete power within their own sphere, subject of course to supervision and revision if anything goes wrong. Because anybody may go wrong—it is open to anybody to go wrong—but there should be the fullest power, it seems to me, given to every man who is in a responsible position, the fullest power that his office demands ?—A. That is the point. What is the fullest power that the office demands ? I take it sufficient power to properly safeguard in business ways.

Q. Yes, but it seems to me that in the Government service, the tendency is to shirk responsibility, and if you once start on that road, things become perfunctory, superficial and mechanical, and all responsibility is loaded on the man who really is not punishable for his actions—that is the political head. He is not really punishable as between him and his department ?—A. Well, the point is, where to limit the power.

Q. There should be nothing go wrong that somebody should not be punished for ; that is the principle I lay down ?—A. That is correct.

Q. If any mistake is made, the full responsibility for the mistake should be fixed on some man. If you are going to attach everything to the political head there is nobody responsible ?—A. That was all threshed out at the Public Accounts Committee.

Q. Yes, but was it threshed out right ?

The CHAIRMAN.—Mr. Fraser cannot judge that ; Mr. McDougall presented his case before the Public Accounts Committee and it was threshed out there. The present Auditor General cannot judge whether it was threshed out properly.

By Mr. Fyshe :

Q. Do you mean that the points on which Mr. McDougall differed from the Government were all threshed out ?—A. Yes, for days and days it was threshed out.

Q. And it was decided he was wrong ?—A. I would go so far as to say that some prominent members on the opposition did not agree with him.

Q. Did not agree with whom ?—A. With Mr. McDougall.

Q. They agreed with the Government ?—A. They did on some of the points that he was very strong on. That question of responsibility for instance.

Q. Is there any record of that ?—A. Yes, it is all a matter of record.

Mr. FYSHE.—I would like to read the record.

The CHAIRMAN.—Our secretary, Mr. Howe, who is secretary of the Public Accounts Committee, can get you a copy of the discussion.

The WITNESS.—It is printed.

By the Chairman :

Q. When this digression was made, we were on the subject of the officials who were sent to you when you asked for further aid. Are you satisfied with the system ? —A. I am satisfied with the present system of getting help for my office.

Q. Can you get good men to join at $500 ?—A. No.

By Mr. Fyshe :

Q. At what age ?—A. Eighteen.

Q. They see better prospects outside ? Then you pay what sum now ?—A. I do not want a man who is not worth $800. I can get men for $500 but I do not want them.

Q. What kind of men does Mr. Fielding usually get for you ?—A. He offers me very often the choice of a number of his list and I try to find out something about them.

Q. They must have passed the Civil Service Examination ?—A. They have all passed the examination. I cannot take any that have not passed.

Q. That is a *sine qua non* ?—A. Yes. It establishes that they can read and write and have got a fair education, but it does not show what kind of men they are. I cannot tell that until they have been tested.

Q. Are you very strict in requiring persons to be able to write a good hand?—A. Speaking broadly, good handwriting has come to be a lost art.

Mr. FYSHE.—I am afraid so, that is my experience too.

By the Chairman :

Q. At all events the ordinary type of man you get for $500 is not the man you want ?—A. Not the man I want at all.

Q. And practically you have had to appoint men at $800 ?—A. At $800.

Q. And to do that you have got to have a special clause inserted in the Supply Bill?—A. Yes.

By Mr. Fyshe:

Q. There is one remark I would make about that, Mr. Fraser, and that is that $800 is a large salary to begin with, particularly when the subsequent increases are so small. There is a discrepancy between the entering salary—that is, there would be, if $800 were the salary that you usually gave to beginners—and the miserable increases you are supposed to give from year to year ?—A. Yes.

Q. As a mere matter of form. Now, in the commercial world you take in juniors —15 years is too young in this country, but in the old country that age is common, from 15 to 20 years—and give them $250 a year to begin with ?—A. Yes.

Q. Or $300 ? We would not think of giving them any more than that, and then of course they are advanced in proportion to their proficiency ?—A. Yes.

Mr. FYSHE.—I think $800 is too large to begin with and the subsequent advance is too small, providing always the men are the class you want.

By the Chairman :

Q. As an absolute fact you cannot get the staff you want at $500 ?—A. No, because I have not got a class of work that can be compared to copying.

By Mr. Fyshe :

Q. That would be compared to commercial work ?—A. When I get a man I want to be able to turn over accounts to him, and with very little training, I can rely upon his doing very good work to commence with.

Q. You want the same class of work that commercial people would expect to get out of a man who had been four or five years in the business ?—A. Exactly.

By the Chairman :

Q. Then as a consequence of not being able to get men, a redundant number of omen apply to you for appointments ?—A. Exactly. Women are nearly the only plicants we have.

Mr. FYSHE.—That seems a natural development because it is permanent promotion at men have to look to, and if that is not forthcoming the work is naturally thrown the other sex.

By Mr. Bazin:

Q. When you say you would not accept a man under $800 do you mean to say at any young man of the required age coming from school and properly qualified uld not accept the salary of $500 ?—A. A young man coming from school does not ow what is ahead of him.

Q. Do you not select them when they have passed their examination ?—A. I would ther not. I want men who have had some little experience in business.

Mr. FYSHE.—He does not want to make his office a training school.

By Mr. Bazin :

Q. But still anybody coming into your department would have to undergo a cern amount of training before becoming acquainted with the routine?—A. Young men o have had a little business training outside learn very rapidly with us. They are eful from the beginning.

By the Chairman :

Q. I suppose the women want all the privileges of their sex?—A. Yes, I have not y objection to women on account of not doing their work. They are steady and liable.

Q. Some of them are very good ?—A. We have some very good ones up to a certain point. They have had no business training outside and are very mechanical. Of ourse there are exceptional cases.

By Mr. Fyshe :

Q. And they are not accustomed to the idea of ruling ?—A. No, they cannot take harge. I have, I think, 30 on the staff of my office and only one or two could do so.

By the Chairman :

Q. That is 30 women out of a staff of 51 permanent employees ?—A. Yes.

Q. For simply typewriting work you employ girls or people outside ?—A. Yes.

Q. Do you employ girls for any kind of work in the office ?—A. Yes. We have ly got three typewriters in the office altogether. The rest are working on accounts. ey are mechanically correct, but they have not the knowledge of business that men ve.

By Mr. Fyshe :

Q. They would not develop the critical faculty half as fast as men ?—A. No, and ey will never be competent to take charge of men.

Q. That is a weak point in the sex ?—A. The trouble I see ahead is that we are t growing enough men to fill the higher places; we have not a sufficiently large oportion.

Q. And you have got too many drudges ?—A. No, but there are too many girls in roportion to the number of men.

By the Chairman :

Q. Nearly half your staff are women now and they all get the same annual increment ?—A. Yes.

Q. You certify to that?—A. Yes.

Q. And that is after due examination by you? That examination is not altogether prefunctory?—A. No, they are all deserving, and I am quite satisfied to recommend that annual increment; I have no objection to them.

Q. Take them all around, men and women, they give good service?—A. Yes, all around.

By Mr. Fyshe:

Q. Do they agree with each other? Are their relations harmonious?—A. They agree in a way, but not in the way men do. Their differences are very petty. There are little frictions. There are small things that I suppose appear large to them but that you would never find causing trouble among men or that you would not possibly put up with in men.

By the Chairman:

Q. Such as a peg to hang their hats on? or things of that kind?—A. There are little things that are very annoying sometimes, but you cannot treat ladies in the same way that you treat men when these things occur.

Q. I see that there is a reasonable prospect of promotion in your office? That is to say, there are seven chief clerks, five first class clerks, eighteen second class clerks, fifteen junior second class clerks, and six third class clerks?—A. Yes.

Q. The grades are pretty fairly diffused?—A. Yes.

Q. You have more chief clerks than the average department for the number of your staff?—A. Perhaps, but I think I should have two or three more chief clerks on the staff.

Q. Why?—A. There are men in charge of important branches of work that are not chief clerks.

By Mr. Fyshe:

Q. I should judge that you want to develop the element of conscience in all your employees in order to get the work done conscientiously?—A. And it is done conscientiously.

Q. And not in the least that applies to yourself?—A. I suppose I have a conscience, too.

Q. It is very easy to shirk supervising work?—A. Oh, yes. Of course there is a large portion of the work I never see. The most of what I see has the element of trouble in it. Anything that is mathematically correct and apparently all correct on the face of it, such accounts I never see.

Q. Has this not occurred to you—it has occurred to me often enough—one man will look at a set of accounts and figures, go over them and see nothing to object to, but a man thoroughly expert at the business and thoroughly conscientious, will not look at the same accounts and figures more than a few minutes before he discovers two or three things that should have been noticed by the other man?—A. Yes. Each of the chief clerks has his staff immediately surrounding him, he is overseeing their work all the time, and while they are working to a certain extent under his supervision he has a general oversight of everything that goes through their hands, and anything that is at all out of the way or attracts attention is referred to him to exercise his judgment about it. The accounts undergo a very close and searching scrutiny.

By the Chairman:

Q. Are the persons that come to you, after passing the examination, as a rule in good health?—A. Yes.

Q. The examiners have to see that they are in good physical health?—A. My whole staff is in good health with perhaps one exception.

Q. That is not the result of want of proper examination at the time of entry?—A. No. This one was all right when he entered the service.

By Mr. Fyshe :

Q. What do you do in a case like that?—A. I do not know what the ultimate result will be.

Q. There are so many facilities given now for the cure of illness, and you might send him to a sanitarium?—A. Well, if the doctor recommended anything of that sort, of course, it would be considered.

By the Chairman :

Q. And probably acted on?—A. And acted on.

By Mr. Fyshe :

Q. Does the Government recognize any responsibility for taking care of sick people?—A. No.

THE CHAIRMAN.—Persons appointed to the service are supposed to be physically sound when they enter.

Mr. FYSHE.—Every institution tries to ensure that but it is an impossibility.

By the Chairman :

Q Then you have only one man who is physically unfit, none of your staff, I suppose, having escaped the presentation of a medical certificate at the examination?—A. That is all, and this man did not escape the certificate. He has been at work up to now and has gone away for his annual vacation, or is about going. He has not been unfit for work.

By Mr. Bazin :

Q. Has he been long in your department?—A. He has been in a number of years.

Q. His ill health may have developed since he joined the service?—A. Yes, it is only recently that he became unwell.

By Mr. Fyshe :

Q. I suppose the Government, like all other employers of labour, do not bother their heads about the families of their employees?—A. In what way?

Q. By keeping track of them?—A. Oh, no.

By the Chairman :

Q. There is another certificate that the examiners have to exact and that is in regard to moral conduct. Your candidates are, as a rule, good, moral men, good living men?—A. Yes, so far as I know.

By Mr. Fyshe :

Q. Do you keep any record in your books or archives as to whether men are married or single, and as to what families they have?—A. No, but I have a personal knowledge myself.

Q. You are not called upon to have it?—A. No.

Q. It is one of the requirements of your office?—A. No.

By the Chairman :

Q. Having exhausted the subject of the Entrance Examination we will come now to the Promotion Examination. You have, as I said before, fifteen junior second class clerks, eighteen second class clerks, five first class clerks, and seven chief clerks. All these men, I suppose, have been promoted from the lower ranks or mostly all of them, and have passed the Promotion Examination?—A. Yes, I think they all came in at as low grade as junior second class clerks.

Q. Chief clerks, first class clerks, second class clerks, have all passed the Promotion Examination?—A. Yes.

Q. Have you had any Promotion Examination since you became Auditor General?—A. Yes.

Q. Do you prepare the papers?—A. Some of them.

Q. Did you give them the full set of papers or confine yourself to two subjects?—A. No, I have taken the examiners' subjects.

Q. As well as your own?—A. As well as my own.

Q. Those are the papers on arithmetic and the duties of office?—A. The duties of office, yes.

Q. And you filled up the efficiency form?—A. Yes.

Q. Then they had a fair test as to their abilities in the promotion examination papers, so far as an examination will test them?

By Mr. Fyshe:

Q. But, of course, you know pretty well, when a man is applying for promotion, what he is capable of from his previous service?—A. Yes; that has greater weight with me than the examination.

Q. Has any political pressure been put upon you to promote members of your staff?—A. No. Sometimes somebody will take a friendly interest in one of the clerks.

Q. Just so; and they say: 'He is a good fellow, advance him if you can'?—A. I do not call that pressure. There is nothing in the shape of pressure.

Q. You do not feel yourself bound to attach any weight to it?—A. No, and would not call it pressure at all; it is just friendly interest.

By the Chairman:

Q. In the case of the men who have been promoted, it did not matter under what political regime they came in, they got their advance on their merits?—A. Yes. I think possibly the greater number must have entered the service under the former regime.

Q. Under the Conservative regime?—A. Yes; there is no question of politics at all in the matter.

Q. Have you ever dismissed anybody?—A. No, I have not.

Q. What leave of absence do you give?—A. Usually the three weeks. Sometimes there is an occasional few days extra if a person has perhaps been working hard—working overtime or something of that kind. I try to treat them——

Q. Like human beings?—A. Like human beings. I will say in reference to that, that while the office hours are from half-past nine to four, I found when I assumed office that Mr. McDougall kept them for six months of the year until five o'clock and they commenced work in the morning at a quarter-past nine. When we began on the annual report in the fall, members of the staff said: 'I suppose we will have to remain until five o'clock now.' I got the chiefs all together and we discussed the matter, and I put the proposition before them in this way: 'We will work until four o'clock until the first of October. We will then take stock of the work done and see what stage has been reached, and if you are as far ahead as you were last year at the five o'clock hour we will go on with the four o'clock rule. If it is found you are getting behind I will have to ask you to remain until five or six o'clock, or until all hours, in order to get the report out.'

Q. What you say is that the report must be got out?—A. The report must be got out no matter what hours the staff worked.

By Mr. Fyshe:

Q. At a certain date?—A. At a certain date.

Q. How did you find your plan work?—A. The result is that the four o'clock hour has been——

Q. Has been sufficient?—A. Of course, that does not mean that they quit work at ur o'clock.

Q. You have no method, I presume, of testing the amount of work done by each mber of your staff in the office?—A. No; it is a class of work you cannot test.

Q. But there must be a possible classification of the work?—A. Well, there is a t of the work, too, because you can see how it is getting along every day; but at I mean by that is, you cannot fix——

Q. There is no such test such as we had in the Bank of Nova Scotia in order to t the amount of work done by every officer of the bank. We took all the different rts of work that are done in a banking office and graded them from a unit up. We de one class of work the unit, cashing a cheque, for instance, and, based on that, ssified all the other items of work—so many units, ranging from one to six, or seven d ten units. Then the whole thing was bunched together and divided by a number the staff, and in that way the work of one officer was compared with that of an- ier?—A. I have no such test.

Q. Is not something of the same kind possible in all your offices, where you have great deal of mechanical work? It would enable you to check the work of one clerk th that of another?—A. I do not see how it could be done with us, because there are two departments in the service that are doing the work in the same way or that ve the same class of work.

Q. There is the greatest possible difference between the work of one man and t of another?—A. Yes, I know.

Q. The one is very slow and perhaps very correct, the other one is quick and not correct, and sometimes you will get one who is both quick and correct, and he may worth two or three of the other members of the staff?—A. Yes.

Mr. FYSHE.—There is no way of paying them accordingly, of course.

By the Chairman:

Q. Some of your examiners, for instance, may be checking pay-lists—a workman days at so much per day—other examiners may be checking bills for supplies of ber, coal, cement, and all that kind of thing. They have to search about and see ether the proper prices are charged; the two things are utterly distinct. Then a rd set of officers would be compiling the report?—A. Yes.

By Mr. Fyshe:

Q. The work I speak of would be strictly mechanical. There is no way of asuring the amount of mental effort put forth by one or the other officer?—A. You n only tell that by the results.

Q. And you can only tell that by good judgment on the part of the supervisor?—If you find that one clerk that never discovers anything wrong with the accounts, y may be checked well, but the work may not be good.

By the Chairman:

Q. Coming back to the subject of leave of absence, you had commenced to explain w you adjust the work?—A. Well, I find that from a quarter-past nine to four lock in the afternoon is sufficiently long.

By Mr. Fyshe:

Q. If the staff put in conscientious work during that time, that is the point?—Yes, that has been my experience in many cases in the service; and by treating the ff in that way, they are all willing to stay until any hour that is necessary, even til late in the night, for the sake of getting out the work.

Q. Do you not find, especially among the younger men in your department, a ong desire to watch the hours passing and get out as soon as possible, in order to

pursue athletic games and all that sort of thing?—A. There is that tendency, but it is only natural, I suppose. You find the same thing everywhere.

By the Chairman:

Q. But that is not noticeable more in the good public servant than in any other employee?—A. No; I do not think so. A young man is bound to have his mind, to a certain extent, on outside matters.

Q. If your staff work as you wish them to do and conscientiously discharge their duties, you are not particular as to their leave of absence for a few days?—A. I want to treat them liberally.

By Mr. Fyshe:

Q. You keep their minds on their work instead of on games when they are working?—A. We try to.

By Mr. Bazin:

Q. Do you pay them for the extra hours they work?—A. No.

Q. They are supposed to work at any time?—A. Yes, I would almost venture to say that anybody who goes through the office any day up to six o'clock will find somebody at work.

By Mr. Fyshe:

Q. Do you find, as a rule, with the average clerk that individually he takes a pride in his books and keeps them neat and clean, and has an eye to the importance of things rather than merely doing perfunctory work?—A. I think that, generally speaking, my staff are taking a pride in the work. They like to do good work.

Q. And make a creditable showing?—A. Yes.

By the Chairman:

Q. How long do you allow for luncheon, an hour? Do they all go at the same time?—A. Not all, no. There are a few cases where it is not convenient for them to take the same hour.

Q. Then, as a rule, your office is always open to the public?—A. Yes.

Q. Do the staff confine themselves to the hour?—A. Yes, I think so.

By Mr. Fyshe:

Q. I suppose you have practically nothing directly to do with the public?

THE CHAIRMAN.—He sees contractors now and then who have objections to urge.

By Mr. Fyshe:

Q. I should think it would be suspicious to have contractors around?—A. I have visits from them regularly. They are not always content.

Q. With your decisions?—A. Yes.

Q. Your decision is not for sale for it should not be?—A. No, but sometimes they come and have a talk over the account. I have no objections to their coming in and discussing the matter from their standpoint.

Mr. FYSHE.—I think I would have a strong objection.

By the Chairman:

Q. You cannot help it. You have an attendance book? A. Yes.

Q. And all the officers sign the attendance book?—A. Everyone of them.

Q. How do you manage the attendance book at your outside office?—A. It is in charge of one of the clerks. I see it occasionally. There is a separate book there that is checked by the men in charge.

IONAL PAPER No. 29a

By Mr. Fyshe:

). Just like the foreman of a party of workmen?—A. Yes.

By the Chairman:

). Do they sign their names when they go to luncheon?—A. No.
). You say you never dismissed a man?—A. No.

By Mr. Fyshe:

). You do not consider you have the power to?—A. Yes.

By the Chairman:

). And you also have the power of promotion?—A. Yes.
). You have the power of promotion providing Parliament votes the increase?—xactly.

'HE CHAIRMAN.—If Parliament grants the Auditor General fifteen junior second clerks and he has only got ten on the staff, he can promote of his own accord hird class clerks?

Ir. FYSHE.—On the assumption that Parliament will back him up.

'HE CHAIRMAN.—On the assumption that Parliament has given him the money the authority. He cannot go ahead of Parliament, but when Parliament gives the authority he can, without reference to the Minister of Finance or anybody make the promotion.

Ir. FYSHE.—I consider that is very desirable.

By the Chairman:

). You of course as an old public servant are under the old Superannuation Act? Yes.
). I suppose, like almost everybody in the service, you think it was a pity that as abolished?—A. I think it was one of the biggest mistakes that was ever made.

By Mr. Fyshe:

). It causes me to explode every time I think of it. I cannot imagine any sensi- an thinking it a right thing to have abolished that Act. I think a man must be atic to go back on that. It is a terrible indictment of Parliament, a shocking tment?—A. We have no hold on our present appointments at all. That was one e strings we had on good men.

Ir. FYSHE.—Of course, only it did not go far enough.

'HE CHAIRMAN.—Still it was a string.

By Mr. Fyshe:

). A great many of the pension funds established by the banks provide for the ws and children of deceased employees?—A. Yes.
). Money making is not the essential thing in the world, and yet the whole con- ion of the world seems to be based on that idea. The great idea to my mind is ig the right kind of men and women. That should be the great object of life; ig, developing, and making the most of every man and woman in the world?—A. y is not everything.

Ir. FYSHE.—If you look at it from that point of view it gives you a different idea ther.

By the Chairman:

). You have no hold on your men now. If you say anything to them, outside go?—A. They can if they wish, and while I was away recently one of the staff but not for that reason.

Q. You have recently returned from Mexico and one of your staff went during your absence?—A. One went during my absence.

By Mr. Bazin:

Q. Did he skip out?—A. No, he resigned. He got an offer outside that was better. There was no tie to bind him to the office in the way of superannuation or anything of that kind. Another man, a very excellent member of the staff, who is getting $1,200 received an offer of $2,100 and did not like to leave in my absence.

By Mr. Fyshe:

Q. That man stood in his own light?—A. He did.

Q. He showed he was a conscientious man, too?—A. Yes.

By the Chairman:

Q. That is a very fine fellow?—A. And I cannot offer that man any special inducement to remain under the present Act.

By Mr. Fyshe:

Q. You have embittered his life, or he has himself done so?—A. It is pretty hard lines.

By Mr. Bazin:

Q. Was it a position here in town?—A. It was an outside position. It was fro one of the contractors on the Grand Trunk Pacific.

By Mr. Fyshe:

Q. Still it would not perhaps be a very stable appointment?—A. It is a good offer for a few years and the man is young.

Q. It might be the means of making a fortune for him?—A. Yes. The oth man is young, too. He said: 'I have got an opportunity now and I do not want wait until I am too old. I think I will go outside; I think I can do better.' I thi he could, too.

By the Chairman:

Q. So in your mind the sooner the old Superannuation Act is restored, or som thing with an even better inducement, the better?—A. The sooner the better.

By Mr. Fyshe:

Q. It seems to me from the very nature of Government employment that it must be very difficult to have a proper system of promotion and administration, more difficult than it is in any other line of business?—A. Yes.

Q. Because you know the men who are employed do not produce the money that is paid to them?—A. Exactly.

Q. And you have got to do everything by rule? So little can be allowed for individual judgment?—A. In my mind the ideal system—I suppose there is no use in my speaking about an ideal system.

Q. Yes, there is, because we want to know what you are aiming at?—A. The ideal system would be to have the right kind of man for deputy minister. I mean such as you would select——

Q. For responsible employment anywhere?—A. Anywhere, where he would have to produce dividends, for instance, to hold his job. Such a deputy minister would select from the employees the best men to help him to do the work and would pay them for it.

SIONAL PAPER No. 29a

Q. That is my idea exactly.—A. Of course in the Government service a deputy ister does not have to produce dividends.
Q. No, but he has the same responsibility for producing efficient work?—A. Yes, as.
Q. And it is the work that is wanted, the dividends only come by the way?—A. n dividends you have something to show for your work.

By the Chairman:

Q. You have given some thonght to the Civil Service Act, seeing that you have to aine it constantly?—A. There is one remark I was going to make. During Mr. rtney's lifetime in the service he did not have to produce dividends, he had to luct the work of the Finance Department without any visible results to the out- world.

Mr. FYSHE.—Mr. Courtney's services were of immense value to the banks—I know —and they have to produce dividends. I suppose it is not essential to this inves- tion, but, as a matter of fact, by the assistance of the Finance Department the s have succeeded in saving for this country what it has more reason to be proud han any other institution, and that is the banking system, which if left to the icians would have been ruined. That is a dead sure thing.

By the Chairman:

Q. You recollect long ago, the Treasury Board adopting a regulation to the effect no official should use political influence to better his position?—A. Yes.
Q. Have you promulgated that regulation in your office or have you had occa- to?—A. There has been no occasion to.
Q. But you have got that weapon in reserve?—A. Yes. You see my office is dif- nt from the rest——
Q. I know?—A. From the rest of the service in that way; there is no political l, and so there is not much use trying to bring political pressure to bear.

By Mr Fyshe :

Q. You find it a great advantage?—A. A big advantage.
Q. You want a free hand?—A. Yes.

By the Chairman :

Q. At any rate you have got that weapon in reserve still?—A. Yes.
Q. Your office, as you have mentioned two or three times, is a peculiar one. You e in touch with the Accountant's Branch of every department of the Government?— Yes.
Q. How far, in point of efficiency, do you think the Accountants' Branches of the ral departments have attained to? Are they pretty efficient as a rule?—A. The jrity of the Accountants' Branches in the service are efficient.

By Mr Fyshe :

Q. The majority of the accounts?—A. The majority of the accountants and their :.

By the Chairman :

Q. In one department recently they had to call in outside accountants?—A. Yes.
Q. Do you know anything about that?—A. Yes, I saw a great deal of it.
Q. Tell us what the occasion was?—A. It was to reorganize the work of the de- ment in question.

By Mr. Fyshe :

Q. They only brought in an outside auditor, I suppose?—A. They were special chartered accountants, specialists.

MR FYSHE.—Merely as investigators or auditors.

THE CHAIRMAN.—No, not as auditors.

By Mr. Fyshe :

Q. Was it with the idea of reorganizing the existing system?—A. Reorganizing the system.

Q. And after the work was finished their services were, of course, dispensed with?—A. Yes, I think they have completed their duties now, although I am not sure.

Q. Had that anything to do with any irregularity in the department?—A. I suppose irregularities would be the proper term to use.

Q. Was there any defalcation?—A. No, it was general extravagance. I am now taking the side that the critics adopted. Charges were made that the staff was inefficient, that there was gross extravagance, and that there was no business system.

By the Chairman :

Q. No proper supervision?—A. No proper supervision, that the thing was in a bad state.

By Mr. Fyshe :

Q. I was going to ask you what power you have got as Auditor General, or have you any power at all, in the way of restraining any department that seems to be a little extravagant? Have you any power of that kind at all?—A. Nothing except criticism. We can point out the fault in the report and criticise it.

Q. You cannot threaten the department with any punishment?—A. Not unless the staff do something criminally wrong and then it is not for me to punish.

Q. But still your recommendation might have a great deal of weight. Some time ago there was a big defalcation in one of the departments, was there not?—A. Yes; in the Militia Department.

Q. I forget the nature of it?—A. That was what was called the Martineau defalcation; it occurred about three years ago.

Q. That would come under your purview, would it not?—A. I was in the Finance Department at that time.

Q. The Audit Department would have something to do with the system under which this defalcation became possible?—A. The provision that is made in the Act for a thing of that sort is that the Treasury Board has the power to make regulations for the keeping of the accounts in the various departments. I have no administrative powers at all.

Q. No; but you have power to show the defects which are in existence?—A. Yes; and we do make recommendations in an ordinary business way, and we are pretty well listened to, too.

By the Chairman:

Q. The other departments are glad to receive suggestions?—A. Yes.

By Mr. Fyshe:

Q. How did this defalcation referred to come about?—A. It was due to forgery.

By the Chairman:

Q. Had we not better wait till we reach the Militia Department instead of pursuing this subject any further? I am trying to get at the general proficiency of the

ountant's branches of the several departments. You think they are efficient?—A. ink so.

Q. Have you found there is any change in the system of keeping the accounts that department where the reorganization is contemplated?—A. No, it does not w yet. The results of the investigation would, I think, commence with the be- ning of this fiscal year.

Q. But since these outside accountants came in and made their examination, e you found a better condition of affairs in the department? The officers doing r work more promptly and more effectively?—A. Yes; the accounts have been better shape during the last year.

Q. Than they were before?—A. Yes, than they were before.

By Mr. Fyshe:

Q. Which accounts?—A. The accounts of the department which was undergoing organization.

Q. Would it not have been the duty of your department to have pointed out the knesses in the special department without the necessity of importing expert ac- ntants to do it?—A. We did point out the weaknesses of the transactions; we criti- d them very much.

Q. But you did not criticise their system?—A. We do not see the system so much he result.

Q. But I should think it would be part of the duty of your department to be iliar with the system of keeping the accounts in every department?—A. Well, it to be to a certain extent; but, as I say, we have not the power to go in and say: ou must change your system and adopt some other method of keeping your ac- nts.'

Q. It seems to me that is a defect in the scope of your department. I think your artment should cover, not only facts, but the administration and system of keeping k of the facts?—A. Well, perhaps; but there was more than bookkeeping at lt. A point involved was the system of ordering goods. The Merwin case has n referred to, where the system of buying machinery and all that sort of thing questioned. We criticised it and objected to some of the prices paid. That is one at that these experts were at work on. Another thing was the establishment of a tem in the departmental workshops in connection with the purchase of goods, and ting everything down to such a basis that somebody would be held responsible for ry transaction. The weaknesses did not lie in the bookkeeping alone.

The CHAIRMAN.—It was the general want of control over prices.

Mr. FYSHE.—I see the point.

By Mr. Bazin:

Q. Was the appointment of these outside accountants the result of your criticism? s it after your criticism that the Minister appointed these outside men to investi- e?—A. Yes; something had to be done.

By the Chairman:

Q. Then, your office being in touch with the accountants in the several spending artments, you can see where a defective system exists in a great measure?—A. s, to a pretty large extent.

By Mr. Fyshe:

Q. In looking over the books and accounts of other departments, if there was any- ng you took exception to, you would, I presume, have the power to send for the ac- ntant of that department and discuss the matter pretty thoroughly?—A. Oh yes, re is no trouble on that score, in fact I can send for officials and examine them ler oath.

By Mr. Bazin:

Q. You can go yourself into any accounts branch?—A. Yes, there is a provision in the Act for an examination of the books if necessary. However, we are not so much interested in the manner of keeping their books as in the results.

By Mr. Fyshe:

Q. Still I think it would be, indirectly, perhaps, part of your duty to see that the most economical and most efficient methods of book-keeping were pursued in all the other departments?—A. Well to do that our men would need to be familiar with all the working details of that department. If there is a good accountant in a department he creates a system. Take the Post Office Department, for instance, we would have to know all about the outside post offices and about everything as to the general administration of that department before we would be able to say how the books should be kept. You have got to have an accountant who is practically an expert in his own department.

Q. And of course the book-keeping changes with the details you are trying to keep a record of?—A. You construct a system for the office.

Q. Precisely. The book-keeping to be efficient must be suited to the business done?—A. Exactly.

By the Chairman:

Q. We are asking these questions because among other matters referred to the Commission, were the efficiency and sufficiency of the Service.

By Mr. Fyshe:

Q. I understand your duties are more especially to audit and to check the expenditure of any money that is voted for the department. Supposing Parliament votes $100,000 for the department. You do not have to go into the details of the expenditure as long as you have the vouchers, I suppose, and the expenditure does not exceed the amount voted. As long as the expenditure is within the limits of the amount voted, you do not have to go into the details?—A. Yes.

Q. Have you?—A. We examine all these details thoroughly to see that they are right mathematically, and that they are according to regulations. There are a variety of regulations laid down by Order in Council, and Treasury Board regulations.

Q. Yours is emphatically an office of audit?—A. For instance, just as an illustration. Take the purchase of stationery by a department. We not only examine the accounts and see the purchase price is right, but raise the objection that the department had no business to buy the goods. The law requires that supplies of this kind shall be bought by the stationery office. The King's Printer is the only man to buy stationery.

Q. The same thing has occurred in my experience. I used to check the accounts of the different branches of the bank and run over them personally—not all the time, but occasionally—just to see whether the different items were what they ought to be. Of course in banks as a rule, and it is the same thing as with you, there are rules that purchases of stationery should be made in a certain way and by a certain officer, and the branches should get all their stationery from the head office in the proper way. Now, some peripatetic pen merchant comes along and convinces some of the officers that he has a special pen and there is no equal to it in the wide world and wants $2 a box for it. I have known dozens of bank managers to purchase pens at $2 a box, whereas, as a matter of fact the best pens in the world may be bought for 70c. a box, and I have repeatedly ordered managers who violated the rules in that way to refund the money so spent. I have no doubt you have similar instances in your experience?—A. We have to see that the regulations made by Council or by the Treasury Board from time to time governing the expenditure of money are carried out. That is one part of our duty.

IONAL PAPER No. 29a

Ir. FYSHE.—They have no right to buy stationery except——

HE CHAIRMAN—Through the Printing Bureau.

HE WITNESS—In that way it can be done more economically.

By the Chairman:

. Take one concrete instance that came before the Public Accounts Committee. ık one department was buying cement at a certain price per barrel and another tment was buying the same article at a much greater price. Now one of your ions as Auditor General is to see that proper prices are paid for supplies, and ointed out, in the case referred to, to the department concerned, that you thought were paying a price in excess of what they should have paid?—A. Yes.

. And the matter came before the Public Accounts Committee?—A. Yes.

. So there is no occasion for privacy?—A. No.

By Mr. Fyshe:

. As to a method of curing any irregularity of that kind, would it be simpler soon as you found out who was to blame, you would notify him to stop or he get into trouble?—A. In this case we notified the Deputy Minister to have the ases stopped at once.

. That is practically the same thing?—A. Yes.

By Mr. Bazin:

. You have to look over the accounts before they are paid?—A. No; a lot of the nts are paid before the audit takes place.

By the Chairman:

. I was coming to that point. In the case of an ordinary municipality all the nts are audited before they are paid?—A. I should imagine so.

. In the province of Ontario, I know they are all audited before they are paid. eat Britain the audit is always after payment?—A. Yes, so far as I know.

Ir. FYSHE.—I do not think that matters, does it?

he CHAIRMAN.—It is following up the question just put by Mr. Bazin as to when udit takes place. A lot of disbursements are audited after payment, such as es and ordinary petty cash?—A. Yes, after payment.

. But the chief payments, like contracts, you audit before payment?—A. Yes.

By Mr. Bazin:

. That is what I wanted to come at. That is my point exactly?—A. Yes, that e done; but in the case of purchases of supplies, all the current expenditure by department, we do not receive the accounts until after the outlay has been

Ir. FYSHE.—There is a wide distinction.

By the Chairman:

. And for that purpose you give credits in two names, the Deputy Minister and ccountant of each department?—A. Yes.

. Then, with the exception of this department where the reorganization is going l perhaps in one other department, the accountants are generally efficient?—A.

. Nothing has come up to show otherwise?—A. No.

. Have you anything you would like to say about the other departments?—A. their accounts?

Q. Chief clerks, first class clerks, second class clerks, have all passed the Promotion Examination?—A. Yes.

Q. Have you had any Promotion Examination since you became Auditor General?—A. Yes.

Q. Do you prepare the papers?—A. Some of them.

Q. Did you give them the full set of papers or confine yourself to two subjects?—A. No, I have taken the examiners' subjects.

Q. As well as your own?—A. As well as my own.

Q. Those are the papers on arithmetic and the duties of office?—A. The duties of office, yes.

Q. And you filled up the efficiency form?—A. Yes.

Q. Then they had a fair test as to their abilities in the promotion examination papers, so far as an examination will test them?

By Mr. Fyshe:

Q. But, of course, you know pretty well, when a man is applying for promotion, what he is capable of from his previous service?—A. Yes; that has greater weight with me than the examination.

Q. Has any political pressure been put upon you to promote members of your staff?—A. No. Sometimes somebody will take a friendly interest in one of the clerks.

Q. Just so; and they say: 'He is a good fellow, advance him if you can'?—A. I do not call that pressure. There is nothing in the shape of pressure.

Q. You do not feel yourself bound to attach any weight to it?—A. No, and I would not call it pressure at all; it is just friendly interest.

By the Chairman:

Q. In the case of the men who have been promoted, it did not matter under what political regime they came in, they got their advance on their merits?—A. Yes. I think possibly the greater number must have entered the service under the former regime.

Q. Under the Conservative regime?—A. Yes; there is no question of politics at all in the matter.

Q. Have you ever dismissed anybody?—A. No, I have not.

Q. What leave of absence do you give?—A. Usually the three weeks. Sometimes there is an occasional few days extra if a person has perhaps been working hard—working overtime or something of that kind. I try to treat them——

Q. Like human beings?—A. Like human beings. I will say in reference to that, that while the office hours are from half-past nine to four, I found when I assumed office that Mr. McDougall kept them for six months of the year until five o'clock and they commenced work in the morning at a quarter-past nine. When we began on the annual report in the fall, members of the staff said: 'I suppose we will have to remain until five o'clock now.' I got the chiefs all together and we discussed the matter, and I put the proposition before them in this way: 'We will work until four o'clock until the first of October. We will then take stock of the work done and see what stage has been reached, and if you are as far ahead as you were last year at the five o'clock hour we will go on with the four o'clock rule. If it is found you are getting behind I will have to ask you to remain until five or six o'clock, or until all hours, in order to get the report out.'

Q. What you say is that the report must be got out?—A. The report must be got out no matter what hours the staff worked.

By Mr. Fyshe:

Q. At a certain date?—A. At a certain date.

Q. How did you find your plan work?—A. The result is that the four o'clock hour has been——

IONAL PAPER No. 29a

). Has been sufficient?—A. Of course, that does not mean that they quit work at o'clock.
). You have no method, I presume, of testing the amount of work done by each ›er of your staff in the office?—A. No; it is a class of work you cannot test.
). But there must be a possible classification of the work?—A. Well, there is a ›f the work, too, because you can see how it is getting along every day; but I mean by that is, you cannot fix——
). There is no such test such as we had in the Bank of Nova Scotia in order to he amount of work done by every officer of the bank. We took all the different of work that are done in a banking office and graded them from a unit up. We one class of work the unit, cashing a cheque, for instance, and, based on that, fied all the other items of work—so many units, ranging from one to six, or seven en units. Then the whole thing was bunched together and divided by a number e staff, and in that way the work of one officer was compared with that of an-?—A. I have no such test.
). Is not something of the same kind possible in all your offices, where you have at deal of mechanical work? It would enable you to check the work of one clerk that of another?—A. I do not see how it could be done with us, because there are ro departments in the service that are doing the work in the same way or that the same class of work.
). There is the greatest possible difference between the work of one man and ›f another?—A. Yes, I know.
). The one is very slow and perhaps very correct, the other one is quick and not rrect, and sometimes you will get one who is both quick and correct, and he may ›rth two or three of the other members of the staff?—A. Yes.
Mr. FYSHE.—There is no way of paying them accordingly, of course.

By the Chairman:

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Q. They are supposed to work at any time?—A. Yes, I would almost venture to say that anybody who goes through the office any day up to six o'clock will find somebody at work.

By Mr. Fyshe:

Q. Do you find, as a rule, with the average clerk that individually he takes a pri in his books and keeps them neat and clean, and has an eye to the importance of thi rather than merely doing perfunctory work?—A. I think that, generally speaki my staff are taking a pride in the work. They like to do good work.

Q. And make a creditable showing?—A. Yes.

By the Chairman:

Q. How long do you allow for luncheon, an hour? Do they all go at the sam time?—A. Not all, no. There are a few cases where it is not convenient for them t take the same hour.

Q. Then, as a rule, your office is always open to the public?—A. Yes.

Q. Do the staff confine themselves to the hour?—A. Yes, I think so.

By Mr. Fyshe:

Q. I suppose you have practically nothing directly to do with the public?

THE CHAIRMAN.—He sees contractors now and then who have objections to urg

By Mr. Fyshe:

Q. I should think it would be suspicious to have contractors around?—A. I hav visits from them regularly. They are not always content.

Q. With your decisions?—A. Yes.

Q. Your decision is not for sale for it should not be?—A. No, but sometimes the come and have a talk over the account. I have no objections to their coming in an discussing the matter from their standpoint.

Mr. FYSHE.—I think I would have a strong objection.

By the Chairman:

Q. You cannot help it. You have an attendance book? A. Yes.

Q. And all the officers sign the attendance book?—A. Everyone of them.

Q. How do you manage the attendance book at your outside office?—A. It is i charge of one of the clerks. I see it occasionally. There is a separate book ther that is checked by the men in charge.

SESSIONAL PAPER No. 29a

By Mr. Fyshe:

Q. Just like the foreman of a party of workmen?—A. Yes.

By the Chairman:

Q. Do they sign their names when they go to luncheon?—A. No.

Q. You say you never dismissed a man?—A. No.

By Mr. Fyshe:

Q. You do not consider you have the power to?—A. Yes.

By the Chairman:

Q. And you also have the power of promotion?—A. Yes.

Q. You have the power of promotion providing Parliament votes the increase?—A. Exactly.

THE CHAIRMAN.—If Parliament grants the Auditor General fifteen junior second class clerks and he has only got ten on the staff, he can promote of his own accord five third class clerks?

Mr. FYSHE.—On the assumption that Parliament will back him up.

THE CHAIRMAN.—On the assumption that Parliament has given him the money and the authority. He cannot go ahead of Parliament, but when Parliament gives him the authority he can, without reference to the Minister of Finance or anybody else, make the promotion.

Mr. FYSHE.—I consider that is very desirable.

By the Chairman:

Q. You of course as an old public servant are under the old Superannuation Act?—A. Yes.

Q. I suppose, like almost everybody in the service, you think it was a pity that Act was abolished?—A. I think it was one of the biggest mistakes that was ever made.

By Mr. Fyshe:

Q. It causes me to explode every time I think of it. I cannot imagine any sensible man thinking it a right thing to have abolished that Act. I think a man must be a lunatic to go back on that. It is a terrible indictment of Parliament, a shocking indictment?—A. We have no hold on our present appointments at all. That was one of the strings we had on good men.

Mr. FYSHE.—Of course, only it did not go far enough.

THE CHAIRMAN.—Still it was a string.

By Mr. Fyshe:

Q. A great many of the pension funds established by the banks provide for the widows and children of deceased employees?—A. Yes.

Q. Money making is not the essential thing in the world, and yet the whole constitution of the world seems to be based on that idea. The great idea to my mind is raising the right kind of men and women. That should be the great object of life; raising, developing, and making the most of every man and woman in the world?—A. Money is not everything.

Mr. FYSHE.—If you look at it from that point of view it gives you a different idea altogether.

By the Chairman:

Q. You have no hold on your men now. If you say anything to them, outside they go?—A. They can if they wish, and while I was away recently one of the staff went but not for that reason.

Q. You have recently returned from Mexico and one of your staff went during your absence?—A. One went during my absence.

By Mr. Bazin:

Q. Did he skip out?—A. No, he resigned. He got an offer outside that was better. There was no tie to bind him to the office in the way of superannuation or anything of that kind. Another man, a very excellent member of the staff, who is getting $1,200 received an offer of $2,100 and did not like to leave in my absence.

By Mr. Fyshe:

Q. That man stood in his own light?—A. He did.

Q. He showed he was a conscientious man, too?—A. Yes.

By the Chairman:

Q. That is a very fine fellow?—A. And I cannot offer that man any special inducement to remain under the present Act.

By Mr. Fyshe:

Q. You have embittered his life, or he has himself done so?—A. It is pretty hard lines.

By Mr. Bazin:

Q. Was it a position here in town?—A. It was an outside position. It was from one of the contractors on the Grand Trunk Pacific.

By Mr. Fyshe:

Q. Still it would not perhaps be a very stable appointment?—A. It is a good offer for a few years and the man is young.

Q. It might be the means of making a fortune for him?—A. Yes. The other man is young, too. He said: 'I have got an opportunity now and I do not want to wait until I am too old. I think I will go outside; I think I can do better.' I think he could, too.

By the Chairman:

Q. So in your mind the sooner the old Superannuation Act is restored, or something with an even better inducement, the better?—A. The sooner the better.

By Mr. Fyshe:

Q. It seems to me from the very nature of Government employment that it must be very difficult to have a proper system of promotion and administration, more difficult than it is in any other line of business?—A. Yes.

Q. Because you know the men who are employed do not produce the money that is paid to them?—A. Exactly.

Q. And you have got to do everything by rule? So little can be allowed for individual judgment?—A. In my mind the ideal system—I suppose there is no use in my speaking about an ideal system.

Q. Yes, there is, because we want to know what you are aiming at?—A. The ideal system would be to have the right kind of man for deputy minister. I mean such as you would select——

Q. For responsible employment anywhere?—A. Anywhere, where he would have to produce dividends, for instance, to hold his job. Such a deputy minister would select from the employees the best men to help him to do the work and would pay them for it.

SIONAL PAPER No. 29a

Q. That is my idea exactly.—A. Of course in the Government service a deputy ister does not have to produce dividends.
Q. No, but he has the same responsibility for producing efficient work?—A. Yes, as.
Q. And it is the work that is wanted, the dividends only come by the way?—A. dividends you have something to show for your work.

By the Chairman:

Q. You have given some thonght to the Civil Service Act, seeing that you have to line it constantly?—A. There is one remark I was going to make. During Mr. tney's lifetime in the service he did not have to produce dividends, he had to uct the work of the Finance Department without any visible results to the outworld.

Mr. FYSHE.—Mr. Courtney's services were of immense value to the banks—I know —and they have to produce dividends. I suppose it is not essential to this invesion, but, as a matter of fact, by the assistance of the Finance Department the s have succeeded in saving for this country what it has more reason to be proud an any other institution, and that is the banking system, which if left to the icians would have been ruined. That is a dead sure thing.

By the Chairman:

Q. You recollect long ago, the Treasury Board adopting a regulation to the effect no official should use political influence to better his position?—A. Yes.
Q. Have you promulgated that regulation in your office or have you had occato?—A. There has been no occasion to.
Q. But you have got that weapon in reserve?—A. Yes. You see my office is dift from the rest——
Q. I know?—A. From the rest of the service in that way; there is no political , and so there is not much use trying to bring political pressure to bear.

By Mr Fyshe :

Q. You find it a great advantage?—A. A big advantage.
Q. You want a free hand?—A. Yes.

By the Chairman :

Q. At any rate you have got that weapon in reserve still?—A. Yes.
Q. Your office, as you have mentioned two or three times, is a peculiar one. You in touch with the Accountant's Branch of every department of the Government?—es.
Q. How far, in point of efficiency, do you think the Accountants' Branches of the al departments have attained to? Are they pretty efficient as a rule?—A. The rity of the Accountants' Branches in the service are efficient.

By Mr Fyshe :

Q. The majority of the accounts?—A. The majority of the accountants and their

By the Chairman :

Q. In one department recently they had to call in outside accountants?—A. Yes.
Q. Do you know anything about that?—A. Yes, I saw a great deal of it.
Q. Tell us what the occasion was?—A. It was to reorganize the work of the denent in question.

By Mr. Fyshc :

Q. They only brought in an outside auditor, I suppose?—A. They were special chartered accountants, specialists.

MR FYSHE.—Merely as investigators or auditors.

THE CHAIRMAN.—No, not as auditors.

By Mr. Fyshe :

Q. Was it with the idea of reorganizing the existing system?—A. Reorganizing the system.

Q. And after the work was finished their services were, of course, dispensed with?—A. Yes, I think they have completed their duties now, although I am not sure.

Q. Had that anything to do with any irregularity in the department?—A. I suppose irregularities would be the proper term to use.

Q. Was there any defalcation?—A. No, it was general extravagance. I am now taking the side that the critics adopted. Charges were made that the staff was inefficient, that there was gross extravagance, and that there was no business system.

By the Chairman :

Q. No proper supervision?—A. No proper supervision, that the thing was in a bad state.

By Mr. Fyshe :

Q. I was going to ask you what power you have got as Auditor General, or have you any power at all, in the way of restraining any department that seems to be a little extravagant? Have you any power of that kind at all?—A. Nothing except criticism. We can point out the fault in the report and criticise it.

Q. You cannot threaten the department with any punishment?—A. Not unless the staff do something criminally wrong and then it is not for me to punish.

Q. But still your recommendation might have a great deal of weight. Some time ago there was a big defalcation in one of the departments, was there not?—A. Yes; in the Militia Department.

Q. I forget the nature of it?—A. That was what was called the Martineau defalcation; it occurred about three years ago.

Q. That would come under your purview, would it not?—A. I was in the Finance Department at that time.

Q. The Audit Department would have something to do with the system under which this defalcation became possible?—A. The provision that is made in the Act for a thing of that sort is that the Treasury Board has the power to make regulations for the keeping of the accounts in the various departments. I have no administrative powers at all.

Q. No; but you have power to show the defects which are in existence?—A. Yes; and we do make recommendations in an ordinary business way, and we are pretty well listened to, too.

By the Chairman:

Q. The other departments are glad to receive suggestions?—A. Yes.

By Mr. Fyshe:

Q. How did this defalcation referred to come about?—A. It was due to forgery.

By the Chairman:

Q. Had we not better wait till we reach the Militia Department instead of pursuing this subject any further? I am trying to get at the general proficiency of the

countant's branches of the several departments. You think they are efficient?—A. think so.

Q. Have you found there is any change in the system of keeping the accounts that department where the reorganization is contemplated?—A. No, it does not ow yet. The results of the investigation would, I think, commence with the benning of this fiscal year.

Q. But since these outside accountants came in and made their examination, ive you found a better condition of affairs in the department? The officers doing eir work more promptly and more effectively?—A. Yes; the accounts have been a better shape during the last year.

Q. Than they were before?—A. Yes, than they were before.

By Mr. Fyshe:

Q. Which accounts?—A. The accounts of the department which was undergoing reorganization.

Q. Would it not have been the duty of your department to have pointed out the eaknesses in the special department without the necessity of importing expert acuntants to do it?—A. We did point out the weaknesses of the transactions; we criticised them very much.

Q. But you did not criticise their system?—A. We do not see the system so much the result.

Q. But I should think it would be part of the duty of your department to be miliar with the system of keeping the accounts in every department?—A. Well, it is to be to a certain extent; but, as I say, we have not the power to go in and say: 'ou must change your system and adopt some other method of keeping your acunts.'

Q. It seems to me that is a defect in the scope of your department. I think your partment should cover, not only facts, but the administration and system of keeping ack of the facts?—A. Well, perhaps; but there was more than bookkeeping at ult. A point involved was the system of ordering goods. The Merwin case has en referred to, where the system of buying machinery and all that sort of thing is questioned. We criticised it and objected to some of the prices paid. That is one int that these experts were at work on. Another thing was the establishment of a stem in the departmental workshops in connection with the purchase of goods, and tting everything down to such a basis that somebody would be held responsible for ery transaction. The weaknesses did not lie in the bookkeeping alone.

The CHAIRMAN.—It was the general want of control over prices.

Mr. FYSHE.—I see the point.

By Mr. Bazin:

Q. Was the appointment of these outside accountants the result of your criticism? as it after your criticism that the Minister appointed these outside men to investite?—A. Yes; something had to be done.

By the Chairman:

Q. Then, your office being in touch with the accountants in the several spending partments, you can see where a defective system exists in a great measure?—A. s, to a pretty large extent.

By Mr. Fyshe:

Q. In looking over the books and accounts of other departments, if there was anying you took exception to, you would, I presume, have the power to send for the acuntant of that department and discuss the matter pretty thoroughly?—A. Oh yes, ere is no trouble on that score, in fact I can send for officials and examine them der oath.

By Mr. Bazin:

Q. You can go yourself into any accounts branch?—A. Yes, there is a provision in the Act for an examination of the books if necessary. However, we are not so much interested in the manner of keeping their books as in the results.

By Mr. Fyshe:

Q. Still I think it would be, indirectly, perhaps, part of your duty to see that the most economical and most efficient methods of book-keeping were pursued in all the other departments?—A. Well to do that our men would need to be familiar with all the working details of that department. If there is a good accountant in a department he creates a system. Take the Post Office Department, for instance, we would have to know all about the outside post offices and about everything as to the general administration of that department before we would be able to say how the books should be kept. You have got to have an accountant who is practically an expert in his own department.

Q. And of course the book-keeping changes with the details you are trying to keep a record of?—A. You construct a system for the office.

Q. Precisely. The book-keeping to be efficient must be suited to the business done?—A. Exactly.

By the Chairman:

Q. We are asking these questions because among other matters referred to the Commission, were the efficiency and sufficiency of the Service.

By Mr. Fyshe:

Q. I understand your duties are more especially to audit and to check the expenditure of any money that is voted for the department. Supposing Parliament votes $100,000 for the department. You do not have to go into the details of the expenditure as long as you have the vouchers, I suppose, and the expenditure does not exceed the amount voted. As long as the expenditure is within the limits of the amount voted, you do not have to go into the details?—A. Yes.

Q. Have you?—A. We examine all these details thoroughly to see that they are right mathematically, and that they are according to regulations. There are a variety of regulations laid down by Order in Council, and Treasury Board regulations.

Q. Yours is emphatically an office of audit?—A. For instance, just as an illustration. Take the purchase of stationery by a department. We not only examine the accounts and see the purchase price is right, but raise the objection that the department had no business to buy the goods. The law requires that supplies of this kind shall be bought by the stationery office. The King's Printer is the only man to buy stationery.

Q. The same thing has occurred in my experience. I used to check the accounts of the different branches of the bank and run over them personally—not all the time, but occasionally—just to see whether the different items were what they ought to be. Of course in banks as a rule, and it is the same thing as with you, there are rules that purchases of stationery should be made in a certain way and by a certain officer, and the branches should get all their stationery from the head office in the proper way. Now, some peripatetic pen merchant comes along and convinces some of the officers that he has a special pen and there is no equal to it in the wide world and wants $2 a box for it. I have known dozens of bank managers to purchase pens at $2 a box, whereas, as a matter of fact the best pens in the world may be bought for 70c. a box, and I have repeatedly ordered managers who violated the rules in that way to refund the money so spent. I have no doubt you have similar instances in your experience?

A. We have to see that the regulations made by Council or by the Treasury Board from time to time governing the expenditure of money are carried out. That is one of our duty.

SIONAL PAPER No. 29a

Mr. FYSHE.—They have no right to buy stationery except——

THE CHAIRMAN—Through the Printing Bureau.

THE WITNESS—In that way it can be done more economically.

By the Chairman:

Q. Take one concrete instance that came before the Public Accounts Committee. ıink one department was buying cement at a certain price per barrel and another artment was buying the same article at a much greater price. Now one of your ctions as Auditor General is to see that proper prices are paid for supplies, and pointed out, in the case referred to, to the department concerned, that you thought y were paying a price in excess of what they should have paid?—A. Yes.

Q. And the matter came before the Public Accounts Committee?—A. Yes.

Q. So there is no occasion for privacy?—A. No.

By Mr. Fyshe:

Q. As to a method of curing any irregularity of that kind, would it be simpler as soon as you found out who was to blame, you would notify him to stop or he ıld get into trouble?—A. In this case we notified the Deputy Minister to have the chases stopped at once.

Q. That is practically the same thing?—A. Yes.

By Mr. Bazin:

Q. You have to look over the accounts before they are paid?—A. No; a lot of the ɔunts are paid before the audit takes place.

By the Chairman:

Q. I was coming to that point. In the case of an ordinary municipality all the ɔunts are audited before they are paid?—A. I should imagine so.

Q. In the province of Ontario, I know they are all audited before they are paid. Great Britain the audit is always after payment?—A. Yes, so far as I know.

Mr. FYSHE.—I do not think that matters, does it?

The CHAIRMAN.—It is following up the question just put by Mr. Bazin as to when audit takes place. A lot of disbursements are audited after payment, such as ries and ordinary petty cash?—A. Yes, after payment.

Q. But the chief payments, like contracts, you audit before payment?—A. Yes.

By Mr. Bazin:

Q. That is what I wanted to come at. That is my point exactly?—A. Yes, that be done; but in the case of purchases of supplies, all the current expenditure by department, we do not receive the accounts until after the outlay has been e.

Mr. FYSHE.—There is a wide distinction.

By the Chairman:

Q. And for that purpose you give credits in two names, the Deputy Minister and Accountant of each department?—A. Yes.

Q. Then, with the exception of this department where the reorganization is going ınd perhaps in one other department, the accountants are generally efficient?—A.

Q. Nothing has come up to show otherwise?—A. No.

Q. Have you anything you would like to say about the other departments?—A. ɔut their accounts?

Q. About their efficiency and their accounts?—A. No; I think all, as a rule, judging by results—that is what we are most interested in—judging by the results of their work and the material they furnish us with, the accountants on the whole are fairly efficient.

By Mr. Fyshe:

Q. You think that on the whole your department from the beginning has been pretty efficiently managed and administered?—A. Yes.

By the Chairman:

Q. And through your criticism efficiency is created in the other departments?—A. Yes; they know they are all closely watched.

Q. How far is the examination of the expenditures of departments in arrears, or is it in arrears?—A. The examination of the accounts?

Q. Yes?—A. I do not think in the case of any department we are in arrears more than a month. I think we are up as close as we could handle the work.

Q. Can you now do the work of compiling the report and auditing the expenditure concurrently?—A. No; once we start to compile the report, we have to let the audit go into arrear. The new year's expenditure will go into arrear for some little time; not altogether in arrear, but just a certain amount.

By Mr. Fyshe:

Q. It would be desirable if you could do both concurrently, would it not?—A. We have got to turn what staff we have on to compiling the report.

Q. If you say you can keep the audit up to within a month, I think that is very good work?—A. Now we are in the new year, the book will perhaps go into arrear for three months, except the mechanical part of it. It will not undergo the closest scrutiny, but the staff will go over the vouchers again as soon as they get the report off their hands.

By the Chairman:

Q. To a certain extent the work is concurrent even then?—A. Yes.

Q. And to keep the work done concurrently to compile the report and keep up your examination of accounts you would have a congestion of the staff at one period?—A. And they would be of no use in the other.

By Mr. Fyshe:

Q. I suppose in the nature of things you cannot get down to original vouchers very well, can you?—A. Yes, we have the original vouchers.

Q. For all the different departments?—A. Yes, we have got to get the original vouchers.

Q. And part of your duty is to ascertain the genuineness of those vouchers?—A. Yes.

Q. I presume the question of forgery is a matter not to be ignored?—A. No. If we have any suspicions, any reason to suspect anything wrong in connection with the account of course we look into the matter and follow a great many things further than appears on the surface.

By the Chairman:

Q. Take for example certain facts that came before the Public Accounts Committee at their last meeting, you found that certain officers of the Immigration Branch of the Interior Department who travelled in charge of immigrants were charging for meals and sleeping cars without having disbursed the money?—A. Yes. My instructions to the staff are that where they find everything clear on the face of the account,

reat it as all right. The immense proportion of the expenditure is all right. erever they notice anything that attracts their attention or looks suspicious they to prove that to the bottom at the expense of the other work. They are to neglect other less important work and take the suspicious accounts up.

Mr. FYSHE.—That is right.

By the Chairman:

Q. And to-day the Audit Act clothes you with large powers?—A. Yes.

Q. You examine witnesses under oath?—A. That is what I did in that case re- red to. I sent for the men and examined them under oath. The vouchers were ented and they were all right apparently on the face of them, even the meal ets they got in the dining car.

Mr. FYSHE.—What case was that?

THE CHAIRMAN.—It was the case of some officers of the Immigration Branch of Interior Department who received immigrants at Quebec and travelled with them ugh the length and breadth of the land. These people charged for meals and pers they did not take.

By Mr. Fyshe:

Q. What started your suspicions?—A. Just a little bit of curiosity on the part of examiner in seeing on the meal ticket two items punched out instead of one. On e tickets the figures run from five cents up to ninety-five cents in one column. next column starts with one dollar, two dollars and so on. Well, the examiner ght me one of these tickets with 45c. punched out and 75c. also punched out, and charge put in was for $1.20. He asked me, did I ever notice how these tickets punched? I stated that my recollection was $1.20 would be punched out in the r column. That is the way it started.

Q. With one of your juniors?—A. Yes, the one that was examining those particu- vouchers. Well, I had inquiries made then of the railway companies. We went ttle further into it and we found there was a large mass of this stuff. I sent an ial to Montreal to see the dining car authorities there. They put their heads to- er and they produced the duplicate of the meal ticket, and there was only one ch in it. That was the starting point. We had vouchers for every dollar of ex- diture, but the expenditures were not made.

Q. Did they get false tickets?—A. There was collusion, but I do not know how it extended. However, the men had to refund the money and lost their jobs. re was another case where a man came in and asked what I was doing to a certain w. I replied 'nothing.' 'Why,' he said, 'he was down at the hotel abusing you a pickpocket.' I said: 'What is the matter with him?' My informant replied: lon't know; you have been after him, have you not?' I said: 'No.' Then I ediately sent for one of the examiners and said: 'Do you know so-and-so? He certain official who lives in a certain city.' 'Yes,' said the official, 'there is a of that name.' I said: 'Bring me his accounts.' The accounts were brought ne, and they appeared to be all straight on the face and everything seemed per- ly regular. He was supposed to be paying $2 a day hotel bill. It was not an ex- agant price, but I felt satisfied there was something wrong; the man was not ing this row about nothing. Then I had inquiries made of the hotel keeper. I word sent to him that I wanted him to give the amount of money that he had receiving from this man, and that he would likely have to confirm it under oath, to be careful what information he gave me. The hotel keeper wrote and informed that this man was paying, I think, about $18 a month for a room, but he had got ucher for $2 a day, and said that he had to make certain expenditures at some r place that amounted to that sum. This illustrates one of the difficulties that xperience.

Mr. FYSHE.—I think you earned some credit for that.

The WITNESS.—That is just a little example of what we are doing every day in following things up.

By the Chairman:

Q. And in addition to administering the oath, you can issue commands?—A. To anybody else.

Q. To appear at the inquiry?—A. Yes.

By Mr. Fyshe:

Q. To look into it?—A. Yes.

Q. You have spoken of an examiner. What examiner is that?—A. It was one of my clerks; I call them examiners.

By the Chairman:

Q. In some of the departments a large proportion of the staffs are not chargeable to civil government at all.

Mr. FYSHE.—How is that?

The CHAIRMAN.—I am going to bring that out. The salaries are voted in another department.

The WITNESS.—The Departments of Interior and Public Works, for instance.

By the Chairman:

Q. In the case of the Public Works Department, the whole of the engineering staff and the whole of the chief architect's staff——A. Are charged to what we call outside votes.

Q. These men, by the terms of the vote, are exempt from the Civil Service examination?—A. They are removed entirely from the terms and conditions of the Civil Service Act.

Q. Officials of the Public Works Department?—A. Well, a certain number of their officials, such as engineers.

Q. Architects and their staffs?—A. Architects and their staffs.

Q. Even their typewriters?—A. Yes, whatever they choose to charge to the vote.

By Mr. Fyshe:

Q. Why have you nothing to do with them?—A. We have, but they do not come under the terms of the Civil Service Act.

By the Chairman:

Q. A large proportion of the staff of the Interior Department?—A. Yes; and in the Post Office Department there are some.

By Mr. Fyshe:

Q. Do not those people regard it as a grievance?—A. No; some of them may when they reach the age when they would like to be superannuated—some of the old hands—because they have nothing to retire on. Such persons can be appointed at any salary the Ministers see fit. There is nothing to prevent a Minister from bringing a man in and giving him a salary of $2,000 or $3,000 under an outside vote.

Q. As a specialist?—A. No, not necessarily as a specialist, simply because that expenditure is not hampered by any regulations.

Mr. FYSHE.—That seems absurd.

SIONAL PAPER No. 29a

By Mr. Bazin:

Q. They are supposed to be specialists?—A. That is the supposition.
Q. Engineers and architects?—A. There is quite a variety. Take the Agricul- Department. Mr. Fisher established a new branch in connection with dairying omething or other. A man is brought in and placed at the head of the branch. the live stock branch, for instance ; he can employ the staff there at any salary es fit.

By Mr. Fyshe:

Q. Why there should be one system for one department and a different one for ner seems rather difficult to understand?—A. It is. At the same time they claim these men are specialists in their own line. It is claimed they are engaged in nical work even down to the members of the staff.

By Mr. Bazin:

Q. Would it not be better to have such a branch under the Civil Service Act?—think so. I think if there is a proper Civil Service Act all employees at Ottawa, adquarters, should be under that Act.

By Mr. Fyshe:

Q. Of course they are all under your supervision as Auditor?—A. Yes, but there t much audit in connection with it. The Order in Council gives them so much y.

By the Chairman:

Q. The number of classes that are exempt from the Civil Service Act is increas- ll the time?—A. All the time.
Q. And practically a large proportion of the officials employed at Ottawa do not under the Civil Service Act. I think in the Public Works Department the pro- on is about two to one?—A. Possibly. There is a very large proportion.
Q. No portion of their income is retained at all?—A. No, the Minister can in- e the salary at any time and give them whatever increases he sees fit. They are ered by no rules, regulations, or anything else except the will of the department.

By Mr. Fyshe:

Q. It seems absurd that such employees should be left unregulated without any rent reason?—A. Yes.

By Mr. Bazin:

Q. Presumably they are temporary employees?—A. Yes.

By the Chairman:

Q. But as a matter of fact they are continuous?—A. They are continuous.
Q. And many of them have been in the Government service for 25 and 30 years? That is some of the engineers. They are looked on as permanent.
Q. Would it not be desirable to have some regulations or something done, so as to hem under the same system as other Government employees?—A. I think they ld all come under the one system, not necessarily the present system. There it be regulations applicable to these technical officers as there are in some other rtments. There is a technical class of officers in the Geological Survey and in Dominion Lands Branch of the Department of the Interior.

Mr. FYSHE.—There is room for considerable reform.

By the Chairman:

Q. You return to the different departments the records required for the purpose of audit after they have been examined?—A. After the sessions of the Public Accoun Committee are over.

By Mr. Fyshe:

Q. There is a thorough discussion over the accounts, is there?—A. Yes. We tain all the vouchers until after Parliament has prorogued.

Q. Does Parliament as a rule make a pretty thorough examination of your port?—A. They appear to read it very thoroughly. I think the Members of the C position divide up the examination among them.

Q. Among which?—A. The Opposition divide the work among themselves a each one takes up a department.

By the Chairman:

Q. Your report as a matter of fact is chiefly used to exploit possible scandal? A. Possible wrong-doing.

Q. If the other side were in power the Liberals would read your report with same care?—A. Yes.

Q. Mr. McMullen was a great reader of the Auditor General's report in the times?—A. Yes.

Q. At the present time the Members of the Opposition probably read your rep more carefully?—A. Yes, and I get a good many pointers too in this way: A m from a certain locality sees some expenditure that has been made in his neighborho

By Mr. Fyshe:

Q. And he will give you a hint?—A. Yes.

Q. That is desirable?—A. Yes, it is all right. The country is big you know.

By the Chairman:

Q. After your report has gone through the Public Accounts Committee a Parliament has prorogued that is all there is to it?—A. Yes.

Q. Supposing a year or two after something occurs to lead up to irregularit that have escaped your mesh?—A. I would get back at it if I could. I would what I could in connection with it.

By Mr. Fyshe:

Q. But you would have destroyed the records?—A. No.

Q. You cannot keep your vouchers forever?—A. We have two years vouchers hand.

By the Chairman:

Q. Under ordinary circumstances one would think that would be sufficient?— Yes, I think the amount that could turn up afterwards is very small. You must ha some regard to proportion.

By Mr. Fyshe:

Q. There must be an unceasing interest in your work?—A. Yes, it is very int esting.

Q. It is not mechanical by any means?—A. It would be of no use if it w mechanical. There are new features coming up all the time.

Q. You are required to keep your eyes open and your wits at work all the tim —A. Yes, and perhaps I might mention another way in which I attempt to make

staff more useful, when I can, is to send the chief of a branch out to some part of the sphere of his labours to get acquainted on the ground with matters he is working on inside.

Q. That seems to be a good deal?—A. It is of the greatest use to me.

Q. In fact every member of your staff should be trained to be eyes to you?—A. Yes.

Q. That should be the idea in training them? You would have your eyes everywhere? You can have your staff planted around and they can supply you with what you need?—A. And they take the best means to inform themselves.

By the Chairman:

Q. There is only one other branch I was going to ask you about. How far are your regulations efficient in connection with the audit of stores; do you send your officers out to audit stores?—A. Well, they audit the stationery office.

By Mr. Fyshe:

Q. Those are the only stores you have?—A. Oh no.

The CHAIRMAN—The militia supplies of clothing and other articles represent a million dollars, probably?

The WITNESS.—The audit of stores is practically nil; I mean so far as taking an inventory of them.

Mr. FYSHE.—So far as your office is concerned. Of course there should be a thorough audit of stores from time to time, there really is a very important point there. You know the Dominion Coal Company had a store down in Sydney. I daresay you noticed in the newspapers some time ago that they decided to abandon that store? Well, on examination, I understand, they found out their storekeeper was short $100,000.

By the Chairman:

Q. Take the Militia Department. It gets a vote for the purpose of purchasing clothing, and it will obtain 50,000 tunics. Well, you do not know whether those 50,000 tunics were the tunics in store at the beginning of a period or how many of them have been issued?—A. No, we know nothing about it except the annual expenditure of that money and the proper certificates that the goods have been received and put in store. We know nothing of what becomes of them afterwards.

By Mr. Basin:

Q. You do not consider it your duty to know?—A. Not unless I was ordered by the Government to make an examination. But it is very important that such things should be done. It is very important that stock should be taken of all stores.

Mr. FYSHE.—It seems to me that the Government should have special inspectors, just as a bank has, to go around from time to time and take the books of the different departments and say, 'Show me all the stores on hand here,' and verify the whole thing.

By the Chairman:

Q. There is nothing to show, nothing in the way of public documents or any system, what is the waste or leakage in the stores?—A. No. The Intercolonial Railway is the only Government institution that shows that. I think the stores there are fairly correct. I have got that impression from some examinations that have been made. They were not absolutely accurate examinations of course. A heap of coal was estimated by a rough measurement of it. But there must be a lot of stores that in the ordinary course of business disappear. Still I think their system is fairly good.

Q. On the Intercolonial Railway?—A. Yes; and the stores are represented in the Dominion balance sheet. Those are the only stores that appear in the balance sheet of the Dominion, the Intercolonial Railway and the Stationery Office.

By Mr. Fyshe:

Q. What about the artillery, for instance?—A. Their purchases are paid for out of the year's appropriations, and that is the last of it except for the record they themselves keep in the department.

Q. Is there no check on it?—A. No, so far as my office is concerned.

Q. It is open to any man who controls the affairs of that department after those things have been bought and paid for and kept for a year or two to sell them out and pocket the money?—A. That is putting it a little broader. Of course there is nothing of that kind established.

By the Chairman:

Q. It would require collusion?—A. Of course it would require collusion among the storekeepers. What condition their books are in I do not know. It is only known to the department itself if there is neglect. There may of course be waste.

By Mr. Fyshe:

Q. Would it not be desirable to have, as I suggested, special inspectors to go around and take stock of those things from time to time?—A. Certainly that should be done.

Q. It would not be a very expensive thing?—A. No.

Q. And these men would be very useful just as detective inspectors?—A. You would have to attach them to some department or other.

Q. I suppose as good an indirect way of testing a man's bona fides is to watch his expenditure?—A. Yes, the examiners, after a little while, know pretty well whom to look after.

Q. Whom to expect?—A. We cannot always get proof.

By the Chairman:

Q. It is just possible that an inferior class of goods may be sent in?—A. Yes, I have no hesitation in saying I think it is done.

Mr. FYSHE.—You may be perfectly certain that it is.

By the Chairman:

Q. The quantities would be charged?—A. Yes.

Q. And the quantities would be delivered?—A. And the prices would be right.

Q. And the prices would be right for the good article?—A. Yes, there is no doubt in my mind at all that that is done.

Q. Do you find sometimes in an examination, especially of the accounts of the Public Works Department, that a man's salary may be charged to more than one work? —A. Yes, I have an instance here (producing report of the Auditor General) in the case of J. D. Gareau where his remuneration is charged to 'Harbours, generally Maritime Provinces' being charges for copying 2,524 folios at five cents per folio. In another column, another charge for the same man appears under 'Harbours, generally, Quebec.'

By Mr. Bazin :

Q. Would it be the same copying ?—A. I do not know what he was working at. He was working in the office here at Ottawa I have not any doubt.

Q. There is another charge, 'Harbours, generally, Ontario,'?—A. It is the same man.

By the Chairman :

Q. This man practically is employed here in Ottawa ?—A. Yes.

Q. And his remuneration is charged up to many votes ?—A. We have to watch a lot of these cases to see there is not a duplicate charge. We keep them altogether in alphabetical order.

Q. And when you find these irregularities out you call attention to it ?—A. Yes.

Q. Such a thing is demoralizing ?—A. Yes. The answer that will be given to us on calling attention to it was, that the man was engaged on work, in connection with harbours generally in Ontario.

By Mr. Bazin :

Q. Does this man get a salary besides that remuneration for copying ?—A. No, that is his salary.

By the Chairman :

Q. I notice the same thing came up in Mr. McDougall's examination fifteen years ago ?—A. The staffs charged to Civil Government come under the Civil Service Act. In the Public Works Department the architect's staffs are not under the Civil Service Act at all.

Q. That is what I was pointing out to you before ?—A. And they are all employed at Ottawa.

Q. So there are certain employees whose remuneration has been charged to more than one branch ?—A. Whenever the appropriation would stand it.

By Mr. Fyshe :

Q. In other words they saddle the money they have to pay those employees upon some outside vote ?—A. Whenever there is a balance that they can use up.

By the Chairman :

Q. The same question was asked Mr. McDougall and the practice is still going on ?—A. It is still going on.

Mr. FYSHE.—It seems to me that this expenditure is anomalous altogether.

By the Chairman :

Q. The remuneration to extra clerks should properly be charged to Civil Government Contingencies ?—A. Yes. I think that broadly speaking all the employees at Ottawa should come under the Civil Service Act. They should all be collected under the vote and then you can see what you are paying.

By Mr. Fyshe :

Q. I should judge from some of the items in the Auditor General's report that employees are paid for working on Sundays ?

The CHAIRMAN.—They are paid for Sundays.

By Mr. Fyshe :

Q. Extra clerks are paid for Sundays ?—A. Yes.

By the Chairman :

Q. Have you any suggestion to make in regard to the publication of your report ? —A. I made the suggestion to Parliament last year that a small sub-committee should take the growing size of the report into consideration, that the report was getting so

large and cumbersome that something would have to be done. The Public Accounts Committee put off dealing with it on the ground that they had no time. We are willing to curtail the report if Parliament will give us permission.

By Mr. Fyshe :

Q. There ought to be some possible way of combining efficiency with simplicity, should there not ?—A. Yes, there is a lot in the report that is useful, but there is also a lot that I do not see any use for at all. Still it was established that way.

Q. You do not publish the Auditor General's report in French as well as English, I hope ?—A. Yes, that is done.

Witness discharged.

STAFF OF AUDITOR GENERAL'S OFFICE.

	1892.			1906.		
	No.	Average Salary.	Total.	No.	Average Salary.	Total.
		$ cts.	$ cts.		$ cts.	$
Chief clerks	3	1,866 00	5,500 00	6	2,183 00	13,100
First class	1	1,800 00	1,800 00	3	1,550 00	4,650
Second class	5	1,280 00	6,400 00	15	1,266 00	19,000
Junior second class	14	725 00	10,150 00	10	850 00	8,500
Third class	.....	.....	.....	11	600 00	6,600
Messengers	2	430 00	860 00	.....	.....	.....
Extra clerks	4	400 00	1,600 00	18	542 00	9,750
Extra messengers	.....	.....	.....	3	566 00	1,600
	29	1,052 00	26,310 00	66	958 00	63,200

(Signed) J. FRASER,
Auditor General.

OTTAWA, WEDNESDAY, June 19, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.
Mr. THOMAS FYSHE, Montreal and
Mr. P. J. BAZIN, Quebec.

Mr. J. FRASER, Auditor General, re-called, sworn and examined.

By the Chairman:

Q. Mr. Fraser, when you were here last time I think we asked you a question about the work, and the system adopted in the Paymaster's Branch of the Militia Department?—A. Yes.

Q. You recollect that twenty years ago there were paymasters?—A. Yes.

Q. Afterwards they were abolished?—A. Yes.

Q. Now they are restored?—A. They are now restored.

. And the accountant of the department is called the Paymaster General?—A.

. And there are district paymasters scattered through the Dominion, three or f them. How does the system work with regard to the matter of auditing the ıts?—A. It takes a great deal of more work for us because the payments are ade direct to the individuals.

By Mr. Fyshe:

. How are they made now?—A. They are made out of the letter of credit.
. You have simply to go over all the work?—A. Yes.
. Are the payments ever made direct? If they were made direct——A. The one ction, the one cheque and voucher would conclude the transaction.
. It does seem a ridiculous piece of business, a roundabout method, a lot of red All the big corporations in the country now pay dividends by cheque, they make eques payable to the order of the individual, they have to reach their destination do not see why the same system should not be adopted in this department?—A. ıot know of any reason why it should not.

By Mr. Bazin:

. Do you know the object in restoring that system?—A. No, unless it is some ry idea, perhaps it is carrying out some military system or something of that

By Mr. Fyshe:

. Does it also involve the employment of a larger staff?—A. Oh, yes, it must.
. That is a matter of course?—A. Every time you repeat or subdivide a trans- it means more work. Of course all these paymasters were new appointments.
. It was not throwing the work of paymaster on somebody who was in the ı already, but it really created new offices?—A. Yes.

By Mr. Bazin:

. That is the point I wanted to bring out. How many are there now?—A. Five

By the Chairman:

. Of course it is only at its beginning?—A. I do not know how far it will l.
. It has not been long established?—A. No, about two or three years. They n addition to the Paymaster General here an assistant paymaster and staff, as s district paymaster in the outlying parts.

By Mr. Fyshe:

. You know that looks farcical, because the mere paying out of money is one most mechanical things imaginable, and to get up a staff of paymasters, assist- aymasters and a whole gradation of officers for a thing like that is perfectly ı to my mind.

By Mr. Bazin:

. I suppose there is one of these paymasters in every military district?—A. are five divisions, I think.

By the Chairman:

. It may be extended, I presume. Will you show us a specimen?—A. Here is rst operation under the system. This (producing document) is a cheque for

$56,000 drawn on the Bank of Montreal at Halifax; that has been placed to the credit of the district paymaster. Then the district paymaster at Halifax——

By Mr. Fyshe:

Q. Who is this J. W. Borden whose signature is affixed to the cheque?—A. He is the accountant and paymaster general of the department.

By the Chairman:

Q. Now, then, Mr. Fraser, will you show us the second stage in the operation?—A. It is drawn on the Bank of Montreal at Halifax.

By Mr. Fyshe:

Q. It is a credit in favour of Mr. F. J. R. Sircom. Who is he?

The CHAIRMAN.—The command paymaster for the Maritime Provinces.

By the Chairman:

Q. Now then, Mr. Fraser, will you show us the next step, please?—A. This (producing document) is a pay-list for the Ordnance Stores Corps at St. John, which is furnished by some official there, to the district paymaster at Halifax, amounting to $218.35. They are permanent men who receive a monthly salary regularly. The paymaster at Halifax draws a cheque for $218.35, the amount of this pay-list, in favour of Lieut.-Col. A. J. Armstrong, Chief of the Ordnance Stores at St. John, and he pays his men; he pays four men out of the proceeds of that cheque.

By Mr. Fyshe:

Q. Oh, but this is awful; and then you have to trace the connection between this and that (indicating documents)?—A. Yes, all through.

By the Chairman:

Q. You have to trace the connection first from this to that, and then from that to that (indicating documents), and then it does not show that the men received the money?

By Mr. Fyshe:

Q. But, in case the man might bone that in the meantime—the fact is it is an elaborate scheme of how to do it in the worst possible way?—A. My idea is that this pay-list might be sent from St. John to the paymaster general here.

By the Chairman:

Q. Or the accountant?—A. Or the accountant of the department here, whatever you choose to call him, and he could send the cheques direct.

By Mr. Fyshe:

Q. Why should not the cheques be sent direct to the individual from Ottawa?—A. That is my idea as to how it should be done.

By the Chairman:

Q. The whole system of the paymaster general's department is absurd from your point of view as an official auditor? If you have a voucher for it you could give them the cheque and that is all there would be about it?—A. We would have the cheque as a voucher for the payment, if nothing else.

Q. Tell us the next step?—A. There are some other cases I have here, I have ı you one example. Here is the Halifax pay-list, amounting to $231.12, which ɔeen dealt with in the same way. This has been paid out of that credit.

By Mr. Fyshe:

Q. They are all dealt with in the same way?—A. These credit cheques are ades made for the purpose, and the payments are all made in the same way. I have ıer example here to which I would like to call attention. The payments for the of Ottawa are made by the paymaster at Kingston.
Q. The men at Ottawa?—A. Yes. The paymaster at Kingston receives an ad- ə for a large amount.
Q. That is a credit?—A. Well, it is a credit practically. It is a cheque that he :heque against in a similar manner to the Halifax one. It means that this money awn from the Government account the moment that cheque reaches the Bank of :real. The paymaster at Kingston issues a cheque for $1,169.97 in favour of ı. Panet at Ottawa, and it comes back to Ottawa again to pay the Ordnance ɜs Corps men at Ottawa.

By the Chairman:

Q. That is to say the paymaster of the district in which Ottawa is situated lives ingston. The department gives a cheque to the paymaster at Kingston, who gives ɔ-cheque to the man at Ottawa, and he distributes the amount to the men here? Yes.

By Mr. Fyshe :

Q. The whole thing is an absurdity ?—A. These parties at Ottawa might get their ıes from the department here.
Q. This thing is all absurdly useless. All you want is a pay-list signed and certi- o by the official in command and you draw the cheques here on that certificate the thing is finished.

By the Chairman :

Q. Exactly. I wanted the Auditor General to explain the system in order that bsurdity of it might be placed before us. Now, tell us another thing, Mr, Fraser, ɔu know anything about the working of the Army Pay Corps ?—A. No, not yet. l know more about it a little later on.
Q. When we come back in September if you know anything about the new system ı has been adopted by the department in connection with the Army Pay Corps will be able to give us the information ?—A. Yes.
Q. Well, now, I will ask you another question, about another department alto- r, about the Marine Department. The Deputy Minister of Marine and Fisheries ıere last Friday and he told us, among other things, that he had arranged with you : the system of certificates in use by the department. Is the system of certificates satisfactory ?—A. Not any more so than it was before.
Q. The certificates are either 'according to contract' or 'according to agreement,' ɔrices fair and just'?—A. Yes.
Q. And in regard to the Marine and Fisheries Department how far are they still factory ?—A. Well, they are just about as unsatisfactory as they were last year, o years ago. I mean we have to be continually taking up accounts and going back e certificate. The certificates they are giving us are not reliable—I mean they be good, and they may not. There is a case now down on the ship channel where have a lot of men employed by the day, and they also board these men on the ls.

By Mr. Fyshe :

Q. You told us about that before.—A. Well, we find it very difficult to check that and see whether the men that are employed by the day are the men whose board is paid for in the boarding house. The captain, or the man in charge of the work there, gets 75 cents per day for boarding them. We asked them, for instance, to make out the two lists, that is the pay-list and the board list in the same order so that we could see that the names would correspond, because there are a great many men, particularly down in that section of the country, who bear the same name. There is a recurrence of the same name frequently ; it may be all right.

Q. But you cannot tell ?—A. We cannot tell.

Q. Do they not sign for it or give a receipt ?—A. The men give receipts for their own pay, but the man who has boarded them gives a general receipt for the board of the whole list. We are trying to get the original books from him, to see whether he kept some record, a daily record, but we cannot get that. He says, 'Well, I did not keep it.' Of course you get the certificate from the man that these men were boarded there.

Q. But that is all you get ?—A. Yes, but I want something back of that. That is why I say the certificates are unsatisfactory. I say a man ought to be able to back up his certificate with some other evidence.

Q. Instead of having proper vouchers you have only a bulk certificate ?—A. Yes, the man receiving the money is practically certifying that his own account is correct.

Q. In fact that is not a proper receipt at all ?—A. No, it is not.

By the Chairman :

Q. Are there any other cases in which the certificates are unsatisfactory ?—A. Well, I put it generally this way that when you find a man makes a certificate in one instance that turns out to be wrong I have no confidence in his certificate afterwards.

By Mr. Fyshe :

Q. If he does the wrong thing once you cannot take his certificate again ?—A. I have these certificates presented to me time after time. I mean certificates that are no guarantee the account is correct. It is unsatisfactory in that way.

Q. Have you had any correspondence with the Deputy Minister pointing out what you want ?—A. Yes, I haven't any doubt that in the last year's accounts we had correspondence asking for future corroboration of the accounts. Take, for instance, the matter of travelling expenses—take an officer of the department, where I thought his travelling expense account was too heavy and where he had to admit it and make a refund.

Q. He made a refund ?—A. Yes, of course he said that his accounts got mixed up, that was the only excuse he gave, but that man's certificate is of no value to me ever since.

Q. Of course not.—A. And he is travelling still, and furnishing accounts, they may be right or they may be wrong.

By the Chairman :

Q. Reverting to this Militia paymaster business, this is the report of your last audit that we have a copy of. This Maritime Province command seems to have an increasing balance at the end of each year ; beginning with $300 in July, 1900 and ending in February, 1906 with over $46,000 and yet during that month they advanced $54,000. Is there any attempt to keep those balances down ?—A. We wrote to the department pointing out that this was not a satisfactory way of making advances, that the advances were too large apparently for the requirements of the paymaster. They have admitted that such was the case and agreed to reduce the advances to something within reasonable limits.

By Mr. Fyshe:

Q. You see, all that means horrid expense to the country, because it piles up ney in the Bank of Montreal on which you are getting no interest, you are piling large balances in places where there need not be such balances at all, whereas if it e expended direct from here your money would lie in a solid balance in the bank l it would be available for any purpose you like?—A. There is a stronger point than t, as far as I am concerned, and that is that it is safer.

By the Chairman:

Q. Do these men give bonds?—A. I think so. The arrangement was that they re to be under bond for $20,000.

Q. Are they guarantee company's bonds?—A. I think so.

Q. Who was the first paymaster appointed in the Maritime Province command? A. Major Guy; he is Colonel Guy now.

Q. He was at the end of his career in the department, was he not?—A. Pretty irly, I think.

Q. He has been superannuated since?—A. Yes.

Q. He is under the military division?—A. Yes.

Q. That is to say, a clerk in the department was sent down to Halifax and ensted with tens of thousands of dollars, he was getting near the end of his career, that he has been superannuated within twelve months. What salary had he when he department?—A. He was a first-class clerk. He would be getting about $1,650.

Q. What salary did he get as paymaster?—A. $2,400.

By Mr. Fyshe:

Q. And what pension did he get?—A. On the basis of $2,400; and in addition to the effect of being put on the military staff was to give him the benefit of his rious military service before he entered the Civil Service.

Q. What amount of pension is he now getting?—A. It amounts to about the same ie got as clerk.

By the Chairman:

Q. Coming back to the Marine Department, now, in looking over your report I there were some large sums paid in 1906 to Mr. Merwin and Mr. Strubbe?—A. Yes.

Q. These are the people about whom discussion took place in the Public Accounts mmittee?—A. Yes.

Q. What special care has been taken to see that only proper sums are charged for articles they supplied?—A. Nothing, as far as I know, further than what there s before.

Q. Do you know anything about the payment of professional accountants to look o the system of bookkeeping in the Marine Department?—A. I know they were apinted. I know they had a staff there working for some months.

Q. You know about these men being there?—A. Yes.

Q. Do you know whether they made any report?—A. They made some report to Minister.

Q. Do you know whether there has been any alteration in the system of bookping there as far as it has come to your knowledge?—A. Not that I know of. I not see any changes from the outside offices. I understand that they established et of books in the department for the officers to carry out.

By Mr. Fyshe:

Q. Would you not have something to say about that?—A. No.

Q. Not about a change in bookkeeping?—A. Oh yes, but as long as the results duced were satisfactory to us——

Q. You do not know whether the changes made have increased or diminished the work or made things simpler or the reverse?—A. Well, so far as I can learn from conversation with these men, I saw these men very frequently, they used to come over to my office for information and they talked over everything from time to time, some of the points they proposed introducing, and without having seen the real working of it I think that the system of bookkeeping they are going to establish would be a vast improvement on what there was before.

Q. Who was this man?—A. Mr. Falconer, of Montreal, was the one I came in contact with.

Q. Is he in business there for himself?—A. I think he has a branch for a New York firm.

Q. A firm of accountants?—A. Yes, men who systematize businesses.

Q. Was there anybody else?—A. There were some five or six of them at work.

Q. I should think they would be standing in each other's way?

The CHAIRMAN.—They were not there as employees of the Government, but were examining into the bookkeeping.

By Mr. Bazin:

Q. They were just auditing the books?—A. I understood they started out at the beginning of the year, took a whole year's business, and entered it up under their system, establishing a plan and showing how the year's accounts should be kept.

By Mr. Fyshe:

Q. So that the officials would have a practical illustration visible before them of the whole year's work?—A. Yes. It will depend upon the parties carrying it out whether the result will be good or not.

Q. At any rate that is a matter for the Minister and his deputy, I suppose?—A. Yes.

Q. You can only criticise, you cannot object or alter, I suppose?—A. No, I imagine that the system is a good one.

Q. A considerable improvement?—A. Well, yes, because so far as the bookkeeping there before was concerned there was not much system.

Q. That is in the Marine and Fisheries Department?—A. Yes, it was what I would call piecemeal work.

Q. Was that the case also in the time of Mr. Smith's administration?—A. Well, the department was much smaller at that time. Within the last few years they have enlarged their department and taken over a part of the Public Works. So that the system that was good enough for the small business would not be suitable for the large business.

Q. And this thing has only been reorganized, say, from the beginning of this year.

The CHAIRMAN.—It is not reorganized at all.

The WITNESS.—I do not know whether these men have got through there or not. I know they were in Ottawa a few days ago.

By Mr. Fyshe:

Q. They have been working it out a long time?—A. A year, I should say, or about that.

Q. Five or six of them you say?—A. Yes.

By Mr. Bazin:

Q. Was it not since the new Minister came in?—A. Yes.

ONAL PAPER No. 29a

By the Chairman :

. The Deputy Minister here last Friday stated that they found nothing wrong in stem at all, that they only found one duplicate payment of about $7, that the ı was perfect, and that you approved of it—was not that about the purport of his ıent, Mr. Bazin ?

[r. BAZIN.—I cannot say it was exactly in those words, but it amounted to that.

he WITNESS.—I could not subscribe to that, I know that the results were not good ver the system was like.

By Mr. Fyshe :

. That is the old system ?—A. The old system.

By the Chairman:

'. Do you know whether these people have made a thorough investigation, or hey have been allowed every facility to make a thorough investigation, you say hey have frequently come to you?—A. Yes, well, of course whatever they said . in coming to me was confidential, but I do not think they got as generous as- ce as they should have got.

By Mr. Fyshe:

. You think they were probably encumbered ?—A. Well, I think they had to ain things for themselves.

. At whose instance were they brought in ?—A. They were brought in by the ter.

. The officials should not fight against him surely ?—A. Well, there are different of fighting.

. You think probably that was one of the reasons why they took so much time ?—A. I think that is one of the reasons it took them so long. They said they o take and do a year's business themselves, to handle everything, accounts, ers, books and everything else.

. There is a sweet prospect before us just about there ; if it takes a half dozen red accountants a whole year to get through one department, how are we going through a dozen?

he CHAIRMAN.—You will find other departments are better than that.

he WITNESS.—You will not have that difficulty with all the other departments.

By Mr. Fyshe :

. This system in the Militia Paymaster's Branch is perfectly absurd, perfectly '. There is no economy, simplicity or method at all ?—A. I think it is the nce between the civil and the military idea.

By the Chairman :

. The Deputy Minister of Marine in another statement last Friday said that all ases were now made by lowest tender, and that securities were taken for each ct, and that those securities in cash were sent to the Finance Department, do ow whether that is correct ?—A. They tell me that they get the best prices they t, but there is a large amount of their purchases made at what I would call re- ices.

By Mr. Fyshe :

. Which should not be ?—A. And I ask them in each case when the sums are what steps they have taken to get the very best prices. The stereotyped reply is, ey have asked a number of parties for prices and that they have taken the best.

Q. But they do not show you the tenders?—A. No, because it is done verbally.

Q. But that is open to all kinds of misconceptions and misunderstandings?—A. Well, I do not think that the prices are as good as could be got if there was open competition.

Q. You could have no check or proof that that was correctly done except from the statement that verbal tenders were taken—a verbal tender is no tender at all. You should have something that you could fall back upon if necessary?—A. I have no control so long as the account does not exceed $5,000. A man's dealings with the department in the course of the year may amount to $50,000 but each individual purchase may be under $5,000.

Q. Would you say that your powers are limited to purchases of $5,000 and over, that is that your powers do not extend to purchases below the sum of $5,000?—A. No, that is not what I mean. There is a provision in the Act that for any purchases under $5,000 they are not required to call for tenders. You might want to buy goods in small amounts; perhaps a steamer is going along the river and might want some supplies.

Q. Oh, well, that would only be $200 or $300, and of course that is a case of emergency?—A. It is hard to frame an Act that will particularize in all cases as to whether you may or may not purchase without tender.

By the Chairman:

Q. Is the line of cleavage at $5,000 throughout the public service?—A. Contracts must be called for, and the lowest tender ought to be accepted for all purchases over that amount. The principle is pretty well established in fact with reference to the Public Works and Railway Departments.

By Mr. Fyshe:

Q. When the amount is over $5,000 are these tenders given in writing properly?—A. Yes. For instance in the case of the purchase of a vessel there would be plans and specifications and prices, but that might not be competition. In the Marine Department there is not an Act compelling them, in the same way as the Public Works or Railway Departments, to call for tenders.

Q. They are not subject to the same rules as those departments you have mentioned?—A. No, owing to different circumstances.

Q. On account of the vast majority of the expenditure being for small amounts and not for large contracts?—A. Well, possibly because they are made where it would be hard to get competition. Take for instance an item that runs up into the hundreds of thousands of dollars, that is the purchase of illuminating apparatus for the lighthouse service, for lenses, lanterns and that sort of thing. There are only two or three firms in the world that can supply these goods.

Q. But those firms are probably of very high standing?—A. Yes, Chance Bros., in England, furnished the whole material for the Dominion from the time that we commenced erecting lighthouses until recently.

Q. Surely the possibility of boodling with those people would be very slight indeed?—A. Yes, very slight. There would be, I believe, no possibility.

Q. I should think not?—A. Well, within the last two or three years the most of these articles have been supplied by a house in Paris.

Q. Are they equally high in price?—A. Almost. It is hard to distinguish the difference between their prices.

By the Chairman:

Q. That is through Mr. Merwin?—A. Through Mr. Merwin, or Brooks & Co., which is the same.

By Mr. Fyshe:

Q. He is a local man, is he not?—A. Yes.

By the Chairman:

Q. And when you speak of the prices being equal or just the same, do those prices ry from year to year, and are not the prices of some commodities going up and me coming down?—A. I suppose they would.

Q. You could not make a comparison between the cost to-day of goods purchased om that French firm and the prices paid to Chance Bros. three or four years back; u would have to take simultaneous prices. Take the price for copper, for instance, at is often cornered. You could not make any comparison between the price paid r those goods three or four years ago and the prices paid to-day?

Mr. FYSHE.—No, copper has gone up 100 per cent.

The WITNESS.—There is another feature about it, and that is quality. The ality of Chance's goods is known to be first class. I do not know that the quality the other firm's goods is as good as those of Chance Bros.

By the Chairman:

Q. Chance Bros. supply the English Government and all the Colonial Governnts, do they not?—A. Yes.

By Mr. Fyshe:

Q. This man Merwin you say is the local agent?—A. Yes. I have forgotten now ether it is Merwin or Brooks & Co., but Merwin is the Brooks man and the Brooks mpany is a New York firm consisting of Mr. Brooks.

Q. They are commission agents?—A. Yes, I presume so. Merwin is their reprentative in Montreal and Merwin is the man we deal with. With Chance Bros. we al direct.

Q. Is it not safer to deal direct?—A. I should think so, in purchasing a class of ods of that sort I do not see any excuse for dealing with a middle man.

Q. I do not see any use for the middle man when he can be got rid of, under any ircumstances, and I think that is a business in which that circumstance exists.

By the Chairman:

Q. Do you notice anything indicating whether there was any examination into he price paid for cement furnished by Mr. Strubbe?—A. There was by the committee.

Q. Has there been anything since? I see in your report for last year that Mr. Strubbe furnished cement to the Marine Department at $2.20, and the Owen Sound ement Company furnished cement to the Railway Department at $1.80?—A. Yes, ere is always a difference between the departments. The Railway Department calls r tenders for all the cement that they require during the year to be delivered wherever ey want it and in such quantities as they want. They get competitive prices from the large firms, and, I believe, get the lowest price it is possible to get. Their ces are always away below what the Marine Department gets it for.

By Mr. Fyshe:

Q. For the same thing?—A. For the same thing. They apparently ask a man to me up and give them a price at which he can furnish them with cement.

Q. Could not that be easily fixed by having an agreement with those people who dered for the Railway Department that they should get the same price for anything ivered to the Marine Department?—A. I have made the suggestion that the price one department ought to be utilized for all departments.

Q. That price should rule all the other departments?—A. Yes.

By the Chairman :

Q. Have you ever audited the stores of the Marine Department ?—A. No.

By Mr. Fyshe :

Q. Is there any way of auditing those stores ?—A. No, not unless there is a new system introduced. There is no way up to the present.

Q. Their books are not kept in such a way that you can go and examine them and see that they call for a certain quantity of the different materials on hand, and that you can then proceed to ascertain whether that quantity is there ?—A. No, because, for instance, there is any quantity of goods purchased and charged to the Prescott depot that never went near that depot.

Q. That surely was an outrage ?—A. No, just let me explain. Perhaps there are good reasons why they should not go there. There is a very heavy class of goods purchased that have to be delivered at different parts of the Dominion, take these gas buoys, for instance. They would not send them to Prescott for the sake of putting them through the books there, and then afterwards deliver them at different points along the River St. Lawrence or down the gulf.

Q. Then why should they be charged to Prescott ?—A. Well, that is the system they have in the department. Prescott is the headquarters of that particular service.

Q. But if they are charged to Prescott, Prescott should have given account of what was done with them, so that they could be credited with what disposition was made of them ?—A. Take this machinery, for instance, I claim that the man at Prescott should have been put in the position that he could deal with it in some way even if it had not gone through his hands.

Q. Yes, he could make a record ?—A. And state where it was placed.

Q. Precisely, if it was charged to him that is practically an admission that he was responsible for the disposal of it ?—A. Yes, he could not turn around and say, 'I never saw it, and it never went through my books.'

Q. It must have been reported to him ?—A. Not necessarily.

Q. That is absurd, it might be just as well charged at Timbuctoo as at Prescott? —A. It was in this position, that if his chief at headquarters here certified to the account that the goods had been received and that the prices were fair and reasonable, there was just a fair possibility that the account might be sent to Prescott also and be certified to by the man there, and of course be paid. That is a thing we had to watch.

By the Chairman :

Q. There has never been an audit of the stores, as far as the Audit Department is contained, in the Marine Department ?—A. No, nor in the Militia Department either.

Q. We will deal with one thing at a time, please. There has been an audit of the King's Printer's stock ?—A. Yes.

Q. And of the Railway Department stores ?—A. Yes, to a certain extent.

Q. Has there been any audit of the Militia Stores ?—A. No.

Q. Their audit is made by what they call Boards of Survey ?—A. There is an examination by Boards of Survey, but I do not think there is an actual stocktaking.

By Mr. Fyshe:

Q. What kind of an audit of the stores would it be if there were no stocktaking? —A. Inspecting the goods to see what condition they were in.

By the Chairman:

Q. All those gentlemen in uniform are attached to the Stores Department, are they not?—A. I do not know; there are so many of them around I do not know what they are attached to.

Q. Do you not think it desirable that, as a general rule, your office besides being arged with the audit, under the Appropriation Act, should also have an audit of ɛ stores?—A. Well, it should be done by somebody, I suppose it would be for the ɔvernment to say who should do it. I am not anxious for it.

Q. Supposing the thing came to the worst, it is just possible that two men might ɪrtify to the receipt of the same goods, and both might certify that the charges were ir and just, and the person sending the goods might be paid twice over?—A. Yes, ıd so long as there were two accounts properly certified when they came to us we ɔuld have to accept them.

Q. You would be satisfied with the same signatures?—A. With the same signares—I presume what you mean is with regard to collusion between two men, if two rties chose to come to an agreement to certify.

By Mr. Fyshe:

Q. That is not so likely as that goods may be bought and charged to the depart-ɛnt and afterwards got away with by some individual and no record kept of it, no eck; there is evidently no check existing for the prevention of such things?—A. ıere are lots of cases where that could be done. For instance, the other day I sug-sted to one of the departments—a thing came up, which I will quote as an example, ıere I asked if there was any record of the stock that was in the hands of the care-ker of that particular building. They said, 'No,' because it had been gradually owing. I said to them, 'If the question was asked could you get a certificate that ɜrything had been purchased and placed in that man's custody in there?' It was a ıss of goods that does not come under the ordinary estimates.

Q. Does it come out of the statutory appropriations?—A. I will tell you what it it is the National Art Gallery.

Q. Oh, you have an art gallery among your assets, have you?—A. It just struck ɜ that there has been a lot of valuable paintings bought and added to the collection the gallery.

Q. Surely there should be a check on that.

By the Chairman:

Q. It is possible that the caretaker might sell one of the pictures?—A. It is sup-ɪed that all the pictures are there in the gallery, and I asked if there was a record ɔt.

By Mr. Fyshe:

Q. It is incredible that there would not be a record?—A. It was at the time of a chase of another picture. There is a board of art experts who have to pass judg-ıt on every picture before the Government purchases it.

Q. I never knew that was part of the Government's work to buy art pictures.

The CHAIRMAN.—We have a National Gallery.

A. Yes, there is an annual appropriation for it.

Q. And certain people are authorized to buy whichever pictures they choose?

The CHAIRMAN.—That is within the limits of the vote?

By Mr. Fyshe:

Q. And yet there is no inventory of what is on hand?—A. I was told there is none, ar as I could find out there is none. I do not know whether there is or not. I am throwing any doubt upon the question at all, but I say if there is no proper check e is no reason why some of the pictures might not be there.

Q. Are the pictures the work of native artists?—A. Yes, I think Sir George ımmond is one of the board. The others are Mr. Byron Walker, Toronto, and Hon. hur Boyer, Montreal.

By the Chairman:

Q. I will come to another thing now. Supposing a contractor sends in a bill for 5,000 great coats and only delivers 3,000—the unjust steward business—is there a possibility of that because of the lack of supervision?—A. Well, I do not know how many men are concerned in the custody of those coats, but I presume if a storekeeper gave a certificate that he received the goods, the money would be paid.

Q. And to follow up that point, this Board of Survey in the Militia Department only looks to see that these samples are good at the end? And not to ascertain whether there are 5,000 or 3,000 great coats in stock??—A. I understand there is no stocktaking of the goods to see that the stores are intact. They have no regular staff to take an inventory.

Q. Is there not some change being made now under the new deputy?—A. He told me he was going to install a new system and have everything checked, inventories taken.

Q. We have every reason to believe that if he says so it will be done?—A. Oh, yes, I have every confidence in what he says. If he says he will have it done, I think he will have the system installed.

Q. Then it is pretty certain that if the new Deputy Minister of Militia says there will be a proper stocktaking it will be done, although it might be advisable that you would have the stocktaking of the whole departments?—A. Yes, if I had to attend to that I would have to have a staff of men at the work all the time; it would be a pretty big job.

Mr. BAZIN.—Yes, but you must have control if you have anything to do with it.

By Mr. Fyshe:

Q. There should be a periodical inspection of all the stores of every department. The books should be so kept that they call for a certain quantity, just like taking an inventory of a store, and if the quantities are not there on examination somebody should account for it?—A. I sent a man last year, I think it was, out to Prescott to make some attempt at stocktaking on account of the large purchase that had been made, but he found there was nothing there at all he could check it up against.

Q. It would be impossible to do any satisfactory checking unless it were incumbent on them to keep books in such a way as to show every receipt and every delivery, and to give a proper account of that delivery have sheets showing everything delivered?—A. Yes, it is not a difficult matter at all.

Q. It is simple as A, B, C, only it requires method and conscientious work, that is all. If people mean to do the right thing there will be no difficulty in doing it?—A. I understand that the stores at Sorel are in that condition, and that everything can be checked. That is at one depot. I think it is in pretty good condition there.

Q. It would be more difficult there for the reason that a great deal of the stock is used in construction?—A. Yes, but it is charged out of stores as it is used.

Q. If it is used in construction—it would be rather difficult to prove that it actually went into construction?—A. Yes, I see, that is following it all the way; but I mean roughly speaking. They keep a system of books there that will check it up.

By the Chairman:

Q. You have every reason to believe that so far as Sorel is concerned there is an accurate system of keeping the stock?—A. Yes, I think so. One of my men has been down at Sorel two or three times, and he always told me that everything there seemed to be kept in a very systematic manner. He was not there for the purpose of inspecting their stock or anything of that sort, but while there took occasion to see their system, and he thought that so far as stocktaking was concerned it was all right.

By Mr. Fyshe:

Q. I would have the greatest suspicion about that——

The CHAIRMAN.—It all comes down to the man. I have every belief in the man at lorel.

By Mr. Fyshe:

Q. You know, in a concern like that where as I say there is a great deal of construction work going on it opens an immense field for waste?—A. Yes, I have not any oubt that there is waste. There may be lots of waste. For instance, in one article, umber, there must be large waste.

Q. I do not think you could have a more effective check except, as Mr. Courtney ys, in getting a man you can depend on?—A. Yes, the man on the ground is the only ıe who could have an effective check.

Q. It is easy enough in merely transferring goods from one party to another to ep a proper check, but where you have goods that enter into the construction of her goods it is a different problem altogether?—A. Well, that was one of the things at these special accountants were going to establish in connection with the Marine partment at their manufacturing depots. They were going to establish a system at could account for everything and show what it went into.

Q. Supposing, for instance, if in the course of their work they make a blunder, ake a mess of something; they do not want their blunder advertised; wouldn't they rn it up?—A. It is natural they might.

By Mr. Bazin:

Q. I understood the other day that supposing they want to do certain work there, ey require so many feet of lumber, so many pounds of copper, or so many pounds other things. I understand that they have to give a specification of what they ed. Well, that specification should be a voucher in the delivery of those articles om stock?—A. Yes.

Q. If it is properly kept I think they could pretty well tell where it has gone to? -A. Yes, I think so. With a good man supervising, I think he could keep it within ir limits; it would not be perfect, of course.

By the Chairman:

Q. I suppose there always will be a certain amount of wasteage in construction? -A. Oh, the same thing occurs in a private business you know. If an individual does ot look after his own business there will be waste.

By Mr. Fyshe:

Q. It is sometimes very hard for the individual to look after his own business tisfactorily, but the Government's business unfortunately is nobody's business, at ast in this country apparently. It is a shocking thing that in the minds of a great ajority, even those who would be considered high-class, respectable people, anything at can be taken from the Government is fair game. The great thing about a system to make it as simple as you can?—A. Simplicity is a great desideratum. I think ese men who have been working in the Marine Department are competent to estabh a system that would be satisfactory provided the system is carried out.

Q. These provisions you speak of are in the Marine Department?—A. Yes.

Witness retired.

OTTAWA, WEDNESDAY, November 20, 1907.

The Commission met at 4 p.m. Present: Messrs. Courtney (Chairman), Fyshe and Bazin.

Mr. WILLIAM FITZGERALD, sworn and examined.

By the Chairman:

Q. You are the Superintendent of Insurance?—A. I am.

Q. You were examined before the last Civil Service Commission in 1892?—A. I was.

Q. When were you appointed?—A. On December 1, 1885.

Q. Have you any figures showing the extent of the insurance business in Canada and its growth since you have been in office?—A. I have. The amounts of the fire insurance premiums received is as follows:—In 1886, $4,932,335; in 1896, $7,077,850; in 1906, which is the last year for which we have the figures, $14,687,963.

Q. Then, during your term of office the amount of the premiums paid for fire policies has trebled?—A. Nearly trebled. The fire losses paid have been: In 1886, $3,301,388; in 1896, $4,173,501; in 1906, $6,584,291.

Q. In good times the losses from fire are not as large as in bad times, are they?—A. That I think is the experience of every company.

By Mr. Fyshe:

Q. And of every country?—A. Probably of every country.

By the Chairman:

Q. Then, although the premiums have trebled, the losses in the twenty years have only about doubled?—A. Just about doubled. The amounts of the fire policies taken have been? In 1886, $505,752,907; in 1896, $669,288,650; in 1906, $1,210,099,867. The net amount of fire insurance in force at the end of 1886 was $586,773,022; in 1896, $845,574,352; in 1906, $1,443,902,244. The number of fire companies under license were: In 1886, 30; in 1896, 33; in 1906, 43.

Q. In the whole period the number of companies has only increased from 30 to 43?—A. Yes.

By Mr. Fyshe:

Q. As a matter of fact, like the banks, I suppose there is no reason why the number should increase at all?—A. Not if there are enough good companies.

By the Chairman:

Q. Have you any figures in regard to the life insurance business in the same periods?—A. Yes. The premiums received have been as follows:—

	Regular Life Companies.	Assessment Companies.
In 1886	$ 5,195,720	$ 262,849
In 1896	10,602,666	1,665,581
In 1906	22,364,456	1,819,602

The losses paid were as follows:—

	Regular Life Companies.	Assessment Companies.
In 1906	$1,959,795	$ 141,763
In 1896	4,707,157	1,151,635
In 1906	8,858,627	1,354,165

The amount of the policies taken were :—

	Regular Life Companies.	Assessment Companies.
In 1886	$35,171,348	$ 9,784,755
In 1896	42,624,570	18,471,800
In 1906	62,450,253	14,500,500

The net amount of insurance in force was :—

	Regular Life Companies.	Assessment Companies.
In 1886	$171,315,696	$21,996,359
In 1896	327,800,499	132,885,399
In 1906	656,261,100	143,283,760

The number of companies were :—

	Regular Life Companies.	Assessment Companies.
In 1886	39	4
In 1896	39	10
In 1906	54	4

The number of policies in force was :—

	Regular Life Companies.	Assessment Companies.
In 1886	104,024	9,393
In 1896	261,198	92,023
In 1906	767,690	131,128

The amount deposited was as follows :—

	With Receiver General.	With Trustees.
In 1886	$12,007,086	$ 590,697
In 1896	24,688,827	7,957,697
In 1906	42,145,751	22,064,513

By Mr. Bazin :

Q. These statements include all the American and English companies licensed in ıada ?—A. Yes.

By the Chairman :

Q. When you were appointed in 1885 your staff consisted of four men ?—A. Yes.

Q. What staff have you now ?—A. Ten—myself, three chief clerks, one senior ›nd-class clerk, four junior second-class, and one third-class.

Q. Are they sufficient for the work of the office?—A. For a little while they are ıcient, but we should have at least two more, the work has increased so enormously.

Q. You require or would prefer to have men of actual experience ?—A. At least ırge proportion of them must have it.

Q. I presume these are rather difficult to get ?—A. With experience in the first ›e, yes. As a matter of fact, they cannot be got. They must be trained after they ıe into the office.

Q. You have been rather fortunate in having Messrs. Blackadar and Grant?—A. ı.

Q. Both have passed the examination of the British Institute of Actuaries?—A. ›y are both Fellows of the Institute of Actuaries of Great Britain.

Q. How many men in Canada are Fellows of the Institute of Actuaries of Great tain?—A. There are two in Montreal—Messrs. Macauley and Wood; in Toronto, ssrs. Bradshaw and Mackenzie. I believe these are all. Then, there are several ›ciates of the Institute.

Q. You have never had any difficulty from any Minister in getting men, if suit- › men could be got?—A. I have had no difficulty whatever. For instance, some rs ago we got Mr. Henderson.

Q. One or more men have left your office to better themselves?—A. Yes, Mr. Henderson did.

Q. What salary had he when he left?—A. $850.

Q. Where did he go?—A. To the Equitable Life in New York.

Q. What did they give him?—A. They gave him at the start $1,800.

Q. Do you know what they give him now?—A. At the time of the reduction of salaries by the Equitable he was paid $5,000. At that time ten per cent was taken off, and I believe he is now getting $4,500.

Q. He is quite a young man?—A. Yes, he is now about 36 or 37 years of age. He is a Canadian, a graduate of Toronto University. He had been for a year or two after graduating a Fellow of Toronto University, that is, an assistant in teaching. He came to us when he was about 22 years of age.

Q. You are a graduate of Toronto University?—A. Yes.

Q. You were a gold medallist in mathematics when you graduated?—A. Yes.

Q. Before you accepted your present position you were a barrister?—A. I was.

Q. At that time you were the auditor of the Chancery Funds of Ontario?—A. I was.

Q. You had the backing of the judges?—A. I believe I had, although I never saw their certificates.

Q. You are now getting how much?—A. $4,000.

Q. What is Mr. Blackadar getting?—A. $2,800.

Q. What is Mr. Grant getting?—A. $1,950.

Q. You were a little over forty years of age when you were appointed?—A. Yes

Q. There was some inducement held out to you in the way of superannuation?—A. There was. I understood that I was to get an addition of ten years to my term of service in the event of superannuation, so as to bring it up to the maximum of 35 years.

Q. What is the cost of your office now?—A. In 1886, it was $8,578.46; in 1896, it was $9,664.42; in 1906, it was $18,045.06. This last amount, $18,045.06 includes the cost of printing the annual report, $3,112.31. Previous to the year 1899, the cost of printing these reports was charged to parliamentary printing.

Q. That is all borne by the insurance companies?—A. Yes, entirely borne by the insurance companies.

By Mr. Fyshe:

Q. On what basis do you levy on them?—A. On the amount of their premium income in Canada.

By the Chairman

Q. At the time of the last Civil Service Commission that amounted to one-twentieth of one per cent. Do you know what it amounts to now?—A. It is less than that. It is about 45 cents to the $1,000 premium.

Q. As the country itself has not to stand the cost of your office, there would be no loss to the public if the charges were increased?—A. No, none whatever. The companies pay the whole cost.

Q. In getting at the amount of reserves to be held for the life insurance policies, you have to do it by actuarial calculations?—A. Yes.

Q. You do that periodically?—A. It is required to be done for every company once in five years.

Q. Do these five year periods come concurrently, or is there a quinquennial for same companies every year?—A. It is arranged in that way, otherwise we could not attend to the work. We have a heavy one coming each year.

Q. Is there anything else you would like to say in regard to your work or your office?—A. I think not, except that we need more room. We have only three small rooms in which to house ten men.

Q. Do you think the present scale of salaries is sufficient to enable you to retain ood men in the service—men of the calibre of Mr. Blackadar or Mr. Grant?—A. No, ; is not.

Q. Then you recommend that for your men, who are graduates of universities and ellows of the Institute of Actuaries, that the scale of salaries should be rather raised? -A. Yes.

Q. In your last examination, the question was raised as to whether the system of perannuation in force could be combined with a system of life insurance. The estion of old age pensions is now stirring the public mind, and Mr. Grant of your fice has prepared an Act for including in a system of superannuation a provision r widows and orphans?—A. I have read that Bill.

Q. Are you of opinion that the abolition of the Superannuation Act was a mistake? A. I certainly am.

Q. The superannuation gave stability to the service?—A. Precisely.

Q. There is nothing now to induce a man to remain?—A. Nothing whatever. perannuation affords an inducement to a man to remain.

Q. And as men who remain acquire knowledge of the service which new comers uld not have, it added to the efficiency of the service?—A. Certainly. When we lose good man it is a great loss to the office.

Q. Partly in consequence of this a system was devised of giving to public servants e insurance if they chose to avail themselves of it?—A. Yes, to a limited extent.

Q. What is the limit of that life insurance?—A. $2,000 is the maximum.

Q. It is given at cost price?—A. At cost price.

Q. There is no loading for expenses?—A. No.

Q. What rate of interest is allowed?—A. Six per cent.

Q. This system was introduced by Mr. Foster?—A. Yes.

By Mr. Fyshe:

Q. Under that system you sustain a loss?—A. Not to any extent. There is not a rge amount of work connected with it, and it is done by the staff of the department. he only loss is the difference between six per cent and the rate at which the Govern- ent could borrow its money.

By the Chairman:

Q. How many policies of insurance are in effect now under that system?—A. here are now in force 202 policies for $361,000.

Q. When did the system begin?—A. The Act was assented to on the 1st of April, 393.

By Mr. Fyshe:

Q. Is the insurance increasing much?—A. No. I have here the last report, which s to be laid before Parliament.

By the Chairman:

Q. You might give us a copy of that?—A. I will do so.

Q. Then, although the public service are provided with cheap insurance, under he security of the Government, they have not availed themselves greatly of it?—A. ot to a very great extent.

Q. Do you know why that is the case?—A. There is no reason why men who have ome into the service since 1893 should not take advantage of it; but as to men who ere in the service at the time of the passing of the Act there was a stipulation that n additional one per cent should be paid for superannuation purposes. The effect of at was to keep out almost all of the old men.

Q. In the fourteen years since this Act was passed hundreds of men have joined e service?—A. Yes.

Q. And yet there are only 202 policies in force?—A. There are only 193 lives insured. Some have two policies.

Q. Do you know whether the men appointed since 1893 are pretty well aware of what they can secure under that system?—A. They must be pretty well aware of it. When the Act was passed circulars were sent to the Deputy Ministers of all the departments. Within the last few years a large number of inquiries have been made, and to any one who has inquired a circular has been sent, together with a copy of the Act and the table of rates.

Q. Do you think it is owing to the small salaries paid to public servants that so few have taken advantage of this Act?—A. To a considerable extent it is. I know at least one case in which I asked a man why he did not take a $2,000 policy. He said he had not enough money to pay the premium on it—he could afford a $1,000 policy, but he could not afford any more.

Q. Do you think the present system of deducting five per cent from the salaries of employees who have recently entered the public service also has the effect of deterring them from taking out insurance policies?—A. It must have to a certain extent.

Q. That retirement fund simply takes a man's money and allows him for it at a less rate of interest than he could invest it at himself?—A. Yes; it only compels him to lay it aside.

Q. The statements that you laid before the last Civil Service Commission were based on four and a-half and three and a-half per cent. I suppose they are still good?—A. Yes.

Q. They applied to insurance as an annex to the superannuation scheme?—A. Yes.

Q. Have you paid any attention to the system of the Bank of Montreal, under which annuities are paid to widows and orphans?—A. I have paid no more attention to it than that I have seen what the system was.

Q. You think that this Act which has been prepared by Mr. Grant is feasible, with certain amendments?—A. Yes, I think it is quite feasible. The provision relating to the pensioning of widows under certain conditions, it seems to me, is very desirable.

Q. Do you think that in a restoration of the Superannuation Act some provision should be made for an allowance to widows and orphans?—A. Yes, under certain conditions.

Q. Mr. Grant, in his letter accompanying this Bill, states that he has looked into the systems in vogue under the governments of Germany, Holland and France?—A. Yes.

Q. Have you anything to suggest in regard to extending the provisions of the Superannuation Act to widows and orphans beyond what Mr. Grant has put in this Bill?—A. I have not given the subject any thought as a matter of fact. I have had more to look after in the last few months than I have been able to attend to without taking up that subject.

OFFICE OF THE SUPERINTENDENT OF INSURANCE,
OTTAWA, November 27, 1907.

ALBERT HORTON, Esq.,
Office of Official Reporters of Debates,
House of Commons, Ottawa.

DEAR SIR,—I am sending you herewith my evidence as revised, and also a memorandum regarding fire, life and inland marine insurance, and also accident, sickness, guarantee, plate glass and other forms of insurance. The figures as to fire and life are set out in my evidence, the other figures are not, no question having been asked *regarding* them. A copy of the report regarding Civil Service Insurance which was

ed for is not enclosed, but it is ready and will be sent to the Chairman of the Com-sion as soon as it has been tabled in the House to-morrow or the day following. s not yet public property.

Faithfully yours,

W. FITZGERALD,
Superintendent of Insurance.

FIRE INSURANCE.

	1886.	1896.	1906.
	$	$	$
niums received	4,932,335	7,075,850	14,687,963
ses paid	3,301,388	4,173,501	6,584,291
ount of policies issued	505,752,907	669,288,650	1,210,099,865
ount of policies in force	586,773,022	845,574,352	1,443,902,244
nber of companies	30	33	43

LIFE INSURANCE.

miums received	5,195,720	10,602,666	22,364,456
Assessment companies	262,849	1,655,581	1,819,602
ses paid	1,959,795	4,707,157	8,858,627
Assessment companies	141,763	1,151,635	1,354,165
ount of policies issued	35,171,348	42,624,570	62,450,253
Assessment companies	9,784,755	18,471,800	14,500,500
nber of policies in force	104,024	261,198	767,690
Assessment companies	9,393	92,023	131,128
amount in force	171,315,696	327,800,499	656,261,100
Assessment companies	21,996,359	132,885,399	143,283,750
nber of companies	39	39	54
Assessment companies	4	10	4

INLAND MARINE INSURANCE.

niums received	42,491	47,681	132,426
es paid	38,933	82,270	180,700
unt of policies issued	11,521,003	20,805,359	34,478,996
unt in force at December 31	21,031	50,000	938,068
iber of Companies	5	6	7

ACCIDENT, SICKNESS, GUARANTEE, PLATE GLASS AND OTHER INSURANCE.

iums received	241,456	692,585	2,853,719
es paid	103,235	356,057	1,350,765
unt of policies issued	35,939,216	98,273,547	640,260,179
mount in force	30,357,348	90,220,931	277,950,577
ber of companies	14	20	32

AMOUNT OF COMPANIES' DEPOSITS.

sited with the Receiver General	12,007,086	24,668,827	42,145,751
ed in Canadian trustees	530,697	7,957,697	22,064,513
Total	12,537,783	32,626,524	64,210,264

STAFF.

In 1886 the staff consisted of 4 (superintendent, one chief clerk, one first-class k and one second-class clerk).

In 1892 it consisted also of 4 (superintendent, one first-class clerk, one second-s clerk and one third-class clerk).

At date it consists of 10 (superintendent, three chief clerks, one senior second-clerk, four junior second-class clerks and one third-class clerk).

COST OF INSURANCE SUPERINTENDENCE.

	1886.	1896.	1906.
	$ cts.	$ cts.	$ cts.
Total expenses of this office collected by assessment of the premium income in Canada doing business under the Insurance Act	8,578 46	9,664 42	18,045 06

NOTE.—The amount of expenses for 1906, $18,045.06, includes the cost of printing the Annual Insurance Report, $3,112.31. Previous to the year 1899 the cost of printing these reports was charged to parliamentary printing.

OTTAWA, THURSDAY, May 30, 1907.

The Royal Commission on the Civil Service met this morning at 10.30 o'clock.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman.

Mr. THOMAS FYSHE, Montreal and

Mr. P. J. BAZIN, Quebec.

A deputation consisting of Messrs. A. G. Kingston, President; J. A. Doyon, Vice-President; and J. L. Payne, Secretary, representing the Civil Service Union, attended and asked for a hearing.

Mr. KINGSTON.—I wish to say, Mr. Chairman, that our Association has scarcely completed its organization. We had a meeting last night when our Membership Lists were handed in. They are incomplete but those that were exhibited represent a membership of about 75 per cent of the Civil Service. We expect that by a week from now we will probably have nine-tenths of the Civil Service on our membership lists. We wish to know if your Commission will grant us an interview and enable us to present our views. Of course we realize that we must suit the convenience of the Commission and perhaps it would be better if the hearing could be postponed for some time because we have a good deal of statistics to gather and the compilation may perhaps take us several weeks yet.

THE CHAIRMAN.—What do you call some time?

Mr. KINGSTON.—Well, if you could allow us a month.

THE CHAIRMAN.—We might grant you a hearing at the end of June.

Mr. FYSHE.—Do you represent the whole Civil Service?

Mr. KINGSTON.—Practically the whole Civil Service. We expect to represent nine-tenths of the Service. There are a few members who, for reasons of their own, do not care to join the Association but probably we will have ninety per cent of the Civil Service on our lists in a week from now.

Mr. FYSHE.—I think it is desirable we should have as full a statement as possible from the representatives of the Civil Service.

THE CHAIRMAN.—I was about to say that we are now hearing the testimony of the Deputy Heads. This, as you three gentlemen perfectly understand, must be done at first. The taking of this evidence will probably occupy next week and the week after. The Commission will probably break up for the months of July and August but

wards the end of June we might be able to hear what you have to say. Have you id down any plan in your own mind as to who shall appear before us. Doubtless ere will be a representative from each division of the public service—chief clerks, st-class clerks, second-class clerks, and so on.

Mr. KINGSTON.—We should be glad to receive suggestions from you on that point; e have not settled the question among ourselves yet. Our executive committee consting of about 26 members—a member from each department in addition to the resident, Vice-president, and Secretary-Treasurer of the Union,—held their first eeting last night and appointed several sub-committees to gather statistics which we opose to present to the Commission. Beyond that we have not yet decided upon ıy plan of campaign.

THE CHAIRMAN.—All we can say, gentlemen, is that we shall be glad to see you henever it is convenient for ourselves, but we cannot make any appointment for the ext two or three weeks. We might receive you towards the end of June.

Mr. DOYON.—We would like to get as much time as possible if you could grant it us. If you are going to break up in July and August why not hear us in September?

Mr. PAYNE.—It might be that we could have our case practically complete about ıe last week in June and be ready to proceed then. It requires a great deal of work, you can readily understand, and we shall certainly be able to present a great many atures of the case.

Mr. FYSHE.—It is desirable that as full a presentation of your case should be ade as possible.

Mr. PAYNE.—A suggestion now receiving the consideration of the Association is have our representations drawn up very carefully and printed. The reason for ıat is, that under our constitution we are obliged to have a complete ballot of the ıtire Service in relation to anything we bring before the Commission. Mr. Kingston atcd the case very modestly I think. We shall have 95 or 98 per cent of the entire ervice actively and actually in our membership.

Mr. FYSHE.—You have not got a charter, have you?

Mr. PAYNE.—Oh no. This association is purely for our own interests.

Mr. FYSHE.—It is a voluntary association.

Mr. PAYNE.—Voluntary and absolutely non-partisan.

The CHAIRMAN.—Well, I see by the dates that we are to meet on Tuesday, Wedesday and Thursday, 25th, 26th and 27th June. That will be four weeks hence. We uld reserve those three days for you.

Mr. PAYNE.—We will certainly, if the President will pardon me, promise to have large section of our case ready by that time. The point raised by Mr. Doyon is, owever, quite proper. We may have to ask the Commission to allow us to finish our se in September.

The CHAIRMAN.—Then you will present yourselves on 25th June?

Mr. PAYNE.—Yes, on the 25th June.

The CHAIRMAN.—Very good, then so be it. Bring what information you can on ıe 25th June, and we can adjourn until September to hear the balance.

Mr. PAYNE.—We will bring it in such a form as to impress you, we hope, with ır moderation and with the absolute backing we shall have from the entire Service.

Mr. KINGSTON.—The principal thing we wish to lay before the Commission is to npress upon them the necessity, the need, there is for an increase of salary all around.

The CHAIRMAN.—I suppose so.

Mr. KINGSTON.—But we should like to know how far the Commission would be isposed to receive from us specific details of proposed amendments to the Civil Service Act.

The CHAIRMAN.—We shall be glad to receive any suggestions you choose to make.

Mr. FYSHE.—We would like to hear something on the importance of cheap living and the influence on that of the fiscal policy of the Government.

The CHAIRMAN.—We have to look into the general operation of the Civil Service Act, classification, the salaries paid, temporary employment, technical employees, promotions, discipline, hours of service, the efficiency and sufficiency of the Service, retiring allowances, and any other matter relating to the Service which, in the opinion of the Commissioners, requires consideration. The scope of the Commission is therefore very large, and any suggestions, memoranda, or any information you wish to give us, we shall be happy to receive.

The deputation then withdrew.

OTTAWA, Wednesday, June 26, 1907.

The Commission met at 10.30 a.m.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman,

Mr. THOMAS FYSHE, Montreal, and

Mr. P. J. BAZIN, Quebec.

A deputation from the Civil Service Association, composed of Messrs. A. G. Kingston, President; J. A. Doyon, Vice-President; M. D. Grant, Treasurer; J. L. Payne, Secretary, and R. H. Coats, appeared in support of the memorial of the Association to the Commission.

Mr. A. G. KINGSTON sworn and examined.

By the Chairman:

Q. I notice that there is nothing in your memorial with reference to entrance into the service. What is the opinion of the Association on that subject?—A. We discussed the question of making any recommendation on that subject, and we decided that it was inadvisable to do so, that being a matter which concerned the Government alone.

Q. We would like to know your opinion with respect to entrance into the service?—A. I cannot give the opinion of the Association, because it has not expressed its opinion. We decided not to discuss that question.

Q. Was the Association very much divided about it—you did discuss it?—A. We rather discussed the advisability of proceeding to discuss it. If you ask my personal opinion, I am prepared to give it.

Q. What is your opinion about the present method of entering the service?—A. My own recommendation would be that the entrance examination should be made somewhat higher; otherwise I have nothing to recommend.

Q. Are you in favour of a competitive examination?—A. Personally, I am not. I am answering only for myself.

Q. Then you consider that if the rails were raised a little higher, the present method of entering the service would suit all cases?—A. That is my opinion

By Mr. Fyshe :

Q. Don't you think the service would be improved if there were no nomination by the political head of the department?—A. I have thought of that for a long time, and

have come to the conclusion that it is impossible to do away with that in the present state of the country.

Q. It is not impossible in the old country?—A. The constitution of society and of politics in the old country is so different from what it is in Canada that I do not think we can look for a change in that respect for at least a quarter of a century.

Q. This interference of politics with the Service is the corner stone of the whole trouble?—A. I think myself that the interference of politics does not do so much damage in connection with nominations for appointment as it may do later in each man's official life.

By the Chairman :

Q. Are you in favour of what we may call political nominations for such officials as postmasters, post office inspectors and preventive officers of the Customs Department, and their appointment without any other examination over the heads of the other employees?—A. I have always considered that as a matter entirely outside of the field of my official experience. On that point I am not able to give any better opinion than the man on the street.

Q. In trying to improve the condition of the Civil Service we have to consider that question. It is a notorious fact that there was a vacancy in the postmastership at Kingston caused by death, and that the vacancy was fixed on the nomination of the local patronage committee. No clerk in the post office at Kingston or no clerk from Ottawa could get that office. In your desire to improve the Civil Service do you consider that section 20 of the Civil Service Act should continue to form part of the law?—A. On the general principle that nominations to the higher positions in the Civil Service should be made from officials occupying lower positions, I believe that when a postmastership becomes vacant, it should be filled by the appointment of a clerk from some post office.

By Mr Fyshe :

Q. You do not mention that point in your memorial?—A. In our memorial we are speaking only for the inside service. According to clause 3 of the constitution of our association, we represent only the inside service resident at Ottawa.

By the Chairman :

Q. You represent 1,784 people in the public service, and I ask you why should not a clerk from a city post office or a clerk from the inside service of the Post Office Department be appointed to the postmastership of Kingston when it becomes vacant?—A. I know no reason why he should not. I should be prepared to advocate it if he were a competent man.

Q. A first class clerk presumably would be a competent man?—A. Yes.

Q. The outside service, though technically different, so impinges on the inside service that I ask you whether in your opinion it is desirable that there should be exchanges from one staff to the other?—A. On general principles I believe there should be as much freedom as possible for the interchange of officers between departments as well as between the inside and the outside service. When a vacancy occurs in any department, it should be filled, not necessarily by a man already in that department, but by a suitable man wherever he can be found, either in the inside or the outside service. In short, if it is desired to reduce the evils resulting from political patronage to a minimum, this end might be accomplished, I believe, by confining its exercise to first appointments, and making the principle clear that promotions and transfers are to be awarded upon the sole ground of merit and fitness as shown by the candidate's departmental record.

Q. Do you think it is desirable to retain the present system whereby a man appointed to be a railway mail clerk can never hope to get outside of that branch of the service?—A. I have absolutely no experience of railway mail clerks.

Q. You know as an old public servant that when a man is once a railway mail clerk he is always a railway mail clerk?—A. I do not know anything about the work of a railway mail clerk. I have never sat in a railway mail car in my life, and I do not know whether the work of a railway mail clerk would fit him to be a clerk, for instance, in my office.

Q. He might be fit to be a corresponding clerk in the Post Office Department?—A. I should say that the position should be open to him if a better man could not be found in the Department.

Q. Is it not a matter of fact that a railway mail clerk, from the nature of his occupation, as a rule finds his nerves give out and is superannuated before the age of 60?—A. One would think that would be the case.

Q. You think it would be as well to afford a chance of promotion from the inside to the outside service or from the outside to the inside, and that the inside and outside should be united and not kept distinct?—A. That is my opinion. You will understand that I am not speaking for the association, as these matters have not been discussed in the committee of the association.

Q. You want the promotion sections of the Act eliminated altogether?—A. We want to get rid of what may be called academic examinations on duties of office.

Q. Sections 46 and 47 of the Act provide that the Head of the department shall select for promotion or may reject. Should not that read on the advice and recommendation of the Deputy Minister?—A. Promotions as the law stands now require the recommendation of the Deputy Head.

Q. They do not necessarily, according to sections 46 and 47 of the Act, but may be made entirely by the head of the department?—A. I have never read these clauses in that sense before. My experience is that the report to Council is always made upon the recommendation of the Deputy Head.

Q. Don't you think that ambiguity should be removed from the Act, and that it should be distinctly provided that promotions should be made on the advice and recommendation of the Deputy Minister?—A. Most decidedly.

Q. You say nothing in your memorial about exchanges and transfers?—A. No.

Q. Have you any opinion about the present system of exchanges and transfers?—A. The point has not come up in the Association.

Q. The minimum salary now paid to a junior clerk on appointment is $500 a year?—A. Yes.

Q. Is there not a great difficulty in getting capable young men to come into the service at $500 a year—you can get plenty of women at that?—A. Yes.

Q. Do you think there should be some widened authority in that respect—that a young man entering the service and showing ability, should be paid anything between $500 and $800?—A. We discussed in the Association the minimum of $500 for a third class clerk. It was proposed that it should be increased to $600, but the majority were of opinion that it should be left at $500. A boy entering the service of a railway company begins at $150 a year, or in a bank at $200 a year. If he shows capability he is advanced rapidly; if not, he is advanced slowly.

Q. A boy entering the service of a railway or a bank lives at the place where he works, but the majority of the young men entering the Government service come from a distance?—A. There is a difference in that respect. There is a considerable difference in the salaries at present.

Q. Do you think that a boy coming from Antigonish, we will say, hesitates about entering the service at $500 a year?—A. I daresay he would.

Q. Do you know that out of the 350 odd people who entered for the examination last November, over 200 were women?—A. I was aware that there was a general tendency in that direction.

Q. Is not the present tendency for males not to enter the service and for women to enter the service?—A. Yes, there is a tendency in that direction.

Q. What will be the effect on the service hereafter if all the appointments to lower classes are filled by women?—A. If absolutely all were filled by women, I ght say the service would be injured.

Q. Is not the tendency for more and more women to come on at every examination, and don't you find that in all the departments the third class clerks are almost women?—A. Yes, very largely. I am not sure that that is caused by the lowness of initial salary, but rather by the want of prospects of advancement in the service comparison with other walks of life.

Q. Don't you think that might be obviated if the minimum salary were not ictly adhered to in all cases?—A. I think it would to some extent; but I believe that ambitious young man, seeing that he had no chance during his life of reaching a ary beyond $1,400 or $1,500 or that his chance would be small, would not be induced enter the service by the additional $100 or $200 that he might receive in the first ar.

Q. When ever any absolute necessity arises in any branch of the public service get an official appointed above the minimum of a class, is it not necessary to obtain pecial vote of Parliament to sanction the appointment?—A. Yes. And it is the ire of the Association that this obstacle should remain, except when it is necessary obtain a man having special technical qualifications.

Q. In your memorial you recommend that the messengers be appointed permaitly?—A. Yes.

Q. Do you say anything in your memorial about private secretaries?—A. No.

Q. You have no observations to make as to them?—A. I cannot speak for the sociation, but a letter was written to me on this subject yesterday by one member the Association, a representative of a department. Referring to the fact, to which memorial draws attention, that the skeleton organization of departments has been rigid, thereby preventing the advancement of young and deserving men owing to paucity of vacancies in the theoretical organization of the higher classes, the letter nts out that the appointment of Ministers' private secretaries to first-class clerkps has prevented the promotion of second-class clerks, and therefore some legal ans should be provided whereby, when a Minister brings into the service his private retary, he should nominate him at his full salary in place of making him a firstss clerk, with an addition of $600, as is done at present. In that way he would nd outside of the theoretical organization of the department.

Q. You know that the Civil Service Act comprises what are called the inside ser and the outside service of the Departments of Customs, Inland Revenue and Post ce?—A. Yes.

Q. The outside service of no other department is provided for?—A. Apparently

Q. That is to say, there are here in Ottawa some 500 men attached to the Departit of the Interior, besides the mass of men outside; and I understand that you mmend that these people should all be gathered into the service and brought under regulation of an Act?—A. Yes.

Q. You say nothing in your memorial about leave of absence?—A. No.

Q. Don't you think it is rather puerile to have leave of absence dealt with in an of Parliament? Would it not be better to have that left to each department to ilate?—A. Probably it would.

Q. Some men might be so deserving or might be working so hard night after it during the session that it would be advisable to give them four or five weeks' e of absence?—A. It might. My own experience, if you will permit me to allude t, has been that in the summer time our own branch is overcrowded with work, e in the winter we have not enough to keep the staff busy; and yet it is in sum- that they all want their holidays. If I were at liberty to offer them a double vance of holidays in the winter, I might induce more of them to stay with the work ne summer.

Q. Is it not rather childish to have this matter of the leave of absence of officials provided for in an Act of Parliament?—A. It seems to me so.

Q. Does not the same apply to the attendance book?—A. I think so.

Q. In your department each man signs the attendance book four times a day—A. Twice a day.

Q. Is there anything to prevent the man with an easy conscience signing the attendance book in the morning and then going away to the market?—A. I think not. My own idea is that the chiefs of branches should be responsible for the attendance.

Q. Have you any other suggestion to make?—A. There are two points I would like to mention. In drawing up our memorial we tried to avoid introducing anything of the nature of either personal or departmental grievances; but one that was brought before us by one of the smallest departments of the service appeared to have such weight, that I venture on my own responsibility to lay it before the Commission. It it with reference to the hours of duty of the staff of the Library of Parliament during the session. For the past twelve years the sessions have averaged 143 days, and the whole staff of the Library are compelled to be on duty all the time the House is in session, in addition to the regular hours from half-past nine in the morning until four in the afternoon.

By Mr. Fyshe:

Q. Not all of them?—A. All of them. I suggested that the difficulty might be got over by increasing the staff during the session by the appointment of temporary clerks; but it was pointed out that a temporary clerk, having no knowledge of the Library, would be entirely useless. Their claim is that they put in 718 extra hours in the year, for which they receive no pay or any consideration of any kind.

By the Chairman:

Q. It is questionable whether, without the consent of the legislative bodies, we can have anything to say as to that?—A. We thought it advisable not to include it in the memorial, but to mention it to the Commission.

Q. What is the other point you wish to mention?—A. We desire to ask whether it would be considered discourteous to the Commission on our part if we distributed copies of our memorial to the members of the Association.

The CHAIRMAN.—Certainly not.

Mr. PAYNE asked if the Commission had any objection to the memorial being given to the press.

The Chairman and Mr. Fyshe stated that they had no objection.

Mr. M. D. GRANT.—sworn and examined.

By the Chairman:

Q. You are in the insurance branch of the Finance Department?—A. Yes.

Q. How long have you been there?—A. I came in on the 1st of January, 1900.

Q. You are a Fellow of the Institute of Actuaries of Great Britain?—A. Yes.

Q. It would be within your ability to get up an Act laying down a scale in a pensions system?—A. I think so.

Q. Would it not be possible to devise a scale whereby each member of the public service would receive the old superannuation, and the widow would receive about twenty-five per cent of the superannuation and the daughters, if living, would receive something to the age of 21?—A. Yes, sir, quite possible.

IONAL PAPER No. 29a

By Mr Fyshe:

). In the Bank of Nova Scotia we had a scheme providing for the payment to officer of one-fiftieth of his salary at the time of his retirement for each year of ɔe. Some schemes have been established, notably one which I established in the hants Bank of Canada, which provide for the measure of benefit being one-ıth of the salary. But in both cases provision was made for the widow or the ıdent children up to the age of 18, in the case of the death of the officer, to the ınt of one-half the pension the officer would be entitled to, and that being con-d only for a time equal to his length of service.—A. I am familiar with both of schemes. I had occasion to look into the schemes of the various banks—the : of Montreal, the Bank of Nova Scotia, the Merchants Bank and the Bank of nerce—as well as into the special Government schemes, such as the Militia ion Act and the Northwest Mounted Police Pension Act. I have a résumé here e Militia Pension Act, in which the basis of superannuation is one-fiftieth of alary for each year of service.

). It ought to be a part of the stipulation that the salary on which the pension sed should be the highest salary the officer was paid?—A. The Militia Pension ɔrovides for the superannuation being based on the final salary, which I suppose, matter of fact, is always the highest. It also makes provision for widows of rs who have completed twenty years of service. It is provided that the total nt paid to widows and children combined shall not exceed the total pension the r would have been entitled to if he had lived. The contribution of the officer ɜ per cent of his salary.

By the Chairman:

). The officers do not pay on what are called their allowances?—A. That is true, t is very important.

). You think it would be within the bounds of possibility to devise a Pension Act would be just to the officer himself and to his widow and family?—A. Clearly.

). Do you think you could sketch us out such an Act?—A. I think I could.

). I would be very glad if you would do so?—A. I shall be very glad indeed to , and report as soon as possible.

By Mr Fyshe:

). Had you anything to do with the creation of these funds for the Militia?—had knowledge of the Militia pension scheme when first proposed and was con-l regarding the Intercolonial Railway pension system which became law last

). Have you studied the schemes in existence on some of the American rail-;?—A. I have had occasion to do so, and also those on some of the English ays.

). What railways have them in England?—A. The London and Northwestern vay Company, the Lancashire and Yorkshire Railway Company and others. In nearly all the great railway companies in England have pension systems for employees.

). Are they considered pretty effective and complete?—A. Yes. As a matter of they are tolerably effective and complete; but in the case of two of the great rail-ı, I may say, they are not thought to be perfectly solvent.

). The fact is that none of them are solvent; though I do not think that is of so ı consequence, because if the moral right of employees to have such a fund is lished, it becomes the business of everybody to make them solvent?—A. The ɔle in the great railroads is that with so many people eligible a deficiency of funds easily become unmanageable.

By the Chairman :

Q. How many people are there in Canada at present who are Fellows of the British Institute of Actuaries?—A. I think there are now six.

Q. And you are one of the six?. Mr. Blackadar of your branch is another?—A. Yes. He passed about fifteen years ago when the examinations were first held in Canada.

Q. People have left your branch of the service to go elsewhere to improve their position?—A. Yes. As a matter of practical administration, it is found that the salaries paid are inadequate to hold good men.

Q. Do you know what Mr. Henderson is getting now in New York?—A. I believe he is now getting $6,000 a year.

Q. What salary did he receive in the department when he left the service?—A. About $900.

By Mr Fyshe :

Q. What position does he hold now?—A. He is assistant actuary of the Equitable Life Assurance Society of New York.

Q. What was his position here?—A. He was assistant actuary in the Insurance Department of the Government.

Q. Did he pass the examination?—A. Yes, he was fully qualified; he was a Fellow of the Institute of Actuaries of Great Britain.

Mr. R. H. COATS, sworn and examined.

By the Chairman:

Q. You are in the Department of Labour?—A. Yes, sir.

Q. It was under your supervision that all these facts in the memorial respecting the prices of commodities were collated?—A. Yes.

Q. Generally speaking, prices have increased from forty to fifty per cent in the ten years?—A. Hardly that much, as a generalization. Food products, it might be said, have advanced from thirty to fifty per cent in Ottawa, and a number of other products from twenty to thirty-five per cent.

Q. For the period from 1892 to 1897 prices were steady?—A. Fairly steady, but with a slightly falling tendency, if one may argue from conditions in the United States as shown by Dun's Index Number and the Department of Labour's Index Number. We have no statistics for Canada for those years. Prices were quite high in the United States in 1890, but from 1892 to 1896 they declined. May I point out to you on page 7 of the memorial, 4th paragraph, some considerations which have a bearing here.

Q. From 1896 there has been a rapid tendency upwards?—A. Yes, very rapid, and it is still going up.

By Mr. Fyshe:

Q. Is that true of England as well as the United States?—A. I am not so familiar with the state of things in England, but I believe that the advance has been even greater there.

By the Chairman:

Q. Are you aware that according to the index table of the *Economist,* in the month of May last, prices increased four per cent over those of April?—A. During the present year the upward tendency has certainly been very rapid, and will probably continue to the end of the year. A number of very important advances in prices are announced for the coming autumn in dry goods lines and men's furnishings.

By Mr. Fyshe:

Q. How did you arrive at the figures given in your statement?—A. I arrived at the general percentages given by adopting the budget method, and at the less comprehensive figures simply as a matter of direct comparison between the two years covered by our investigation. The budget method, of course, is not entirely satisfactory, but in preparing statistics of this kind, it is absolutely necessary to take into account the relative importance of different commodities. For instance, a very slight increase in the price of an important commodity like flour is a much more serious matter than a great increase in the price of an article like pepper.

Q. The idea is to take into account what proportion the cost of each article bears to a man's total expenditure?—A. That is what I have tried to do in framing the budgets used in the memorandum. The method followed in the United States is to multiply the quotation in each case by the total per capita consumption. By adding the totals a number is obtained which may be used for purposes of comparison with other years and which takes into account the relative importance of the different commodities. That is what statisticians term 'weighting.'

Q. Do you make any use of the average prices quoted in the newspapers—for instance in the London *Economist*?—A. No. But by way of corroboration of what we state in our memorandum we have described at some length the prices tendencies revealed by the Index Number of Dun and by the Index Number of the Department of Labour of the United States. As a matter of fact, they arrive at very nearly the same result as we do. Dun's Index Number shows an advance in the ten years of thirty-four per cent in wholesale prices; the Index Number of the Department of Labour I think, an increase of twenty-nine per cent in wholesale prices and twenty-seven per cent in retail prices.

Q. You represent the Civil Service Association, do you not?—A. I am a member of the executive committe. I was chairman of the sub-committee which prepared this report.

Q. Has the Association or any one connected with it, considered how much prices have been increased by the introduction of the National Policy?—A No, we did not go into that.

Q. Isn't it a very important consideration?:A. Our survey did not go so far back as that. It only went back ten years, as we point out.

Q. The manufacturers promised that protection would lead to increased wages. I want to know in what respect the members of the Civil Service have gained by the introduction of protection into the country. I want to know how they have gained by an advance in prices?—A. Of course, a general advance in prices is a great disadvantage to men on salaries. But in this memorandum we were not concerned with causes; we simply described effects.

By the Chairman:

Q. You are a graduate of Toronto University?—A. Yes.

Q. You have always been interested in labour questions?—A. Very much so.

Q. And you have been a student of the rise of prices?—A. I have. For the past five years I have watched them carefully.

Q. You considered it not as an economic question, but you simply saw what the prices were and based your conclusions thereon?—A. Precisely.

Q. The advance in prices in the last ten years will be about one-third?—A. Yes, that would be a fair statement.

Q. Of course, there are special circumstances which are peculiar to Ottawa—house rent, for instance?—A. The advance in rentals in Ottawa has been very rapid. I think it would be a conservative statement to say that rents have increased anywhere from thirty to forty per cent here in the decade.

Q. From 1892, at the time the last Civil Service Commission sat, to 1897, the range of prices of commodities did not materially alter?—A. I think not; it was not a period of industrial or trade expansion, nor on the other hand of marked contraction.

Q. Have you any other observations you would like to make?—A. I think we have stated at least the main points which we wish to emphasize in this memorial. I would be very happy to explain or enlarge upon any point in it.

Q. Can you give us a summary, boiling the whole thing down?—A. That is difficult, for this reason: The method we pursued in arriving at the percentages of increase given was by the use of budgets. That makes it necessary to take into consideration the scale of living of the person whose budget is employed for the calculation. In the budget of a man of small salary the food products and rent bulk larger proportionately than those of a man on a large salary; and as the increases in the ten years have been greatest in these necessary commodities, the man on a small salary has been hit somewhat harder by the advances than the man on a large salary. So that it is difficult, in the absence of statistics showing per capita consumption to reduce the whole to a single percentage. As we say, the advances range from twenty-five to thirty-five per cent for the different branches of the service.

By Mr. Fyshe:

Q. Would it not have been better to confine your comparisons to that portion of a man's expenditure which may be said to be a staple and to be shared almost equally by almost all men?—A. It is better, if possible, to cover the whole field. My object has been to avoid leaving the impression that compensation might be found in some direction not referred to, or that there has been any picking or choosing of facts. The memorandum covers what you suggest, Mr. Fyshe, but it does more; it proves that there has been no offset to the advances on necessaries by decline in other items of expenditure.

Mr. J. A. DOYON examined.

By the Chairman:

Q. You are vice-president of the Civil Service Association?—A. Yes.

Q. Was any specific part allotted to you?—A. I was chairman of the classification committee.

Q. Have you anything to bring before us in addition to what is mentioned in the memorial?—A. Nothing very particular. I simply come as a vice-president of the association to join with the others in presenting the memorial. I may say that in the preparation of this memorial there were a good many matters affecting the Service discussed which are not touched upon in the memorial. The time at our disposal was so limited that we could not undertake to follow up all the matters which you are supposed to investigate. Therefore we confine ourselves to a few matters: but if there are any others on which you would like to have the opinion of the Service, we would be glad to meet your wishes later on.

Q. Have you anything in your own mind that you think we should know besides the matters dealt with in the memorial?—A. I have nothing personally.

By Mr. Fyshe:

Q. I see that you propose that the technical officers should be separated into a class by themselves?—A. Yes.

Q. Is not that practically the case already?—A. No. As a class they are not recognized by the Civil Service Act, and ever since I have been in the Service I have found those persons were labouring under a disability.

Q. Is that because any special technical knowledge which they have is not called · in the work they are doing?—A. No. They are appointed because of their tech·al qualifications, and their salaries should be governed by their technical qualifica·ns. My opinion is that anybody who is qualified to be a good correspondence clerk ›uld be employed as a correspondence clerk; in other words, a man should be em·yed according to his abilities. We suffer too much in the service from people o are incompetent being appointed as extra clerks. We have had clerks working · months who were totally unfit for the work for which they were employed.

Q. Would a proper system of classification cure that?—A. I think each man ›uld be employed according to his qualifications.

Q. In your memorial you say: 'It would be a distinct encouragement to the best ›rts and proper ambitions of Civil Servants to increase the number of offices above : rank of chief clerkships wherever and whenever the magnitude and character of › work of a department would justify such a course.' That means increasing the mber of prizes. That would be all right perhaps for stimulating the ambition of : juniors, but would that be calculated to improve the service itself?—A. It would ·rease the efficiency of the Service, because sometimes a man of special abilities is nted who is not to be found in the Service, and a man of his attainments should nmand a higher salary.

Q. You want a first-class man at the top, and then good subordinates; but you not want too many men of first-class ability at the top of a department?—A. This :ommendation is not pretended to be general. It only applies to certain cases in ge departments. For instance, in the Department of Railways and Canals a pro·sional man is required, but the salary that should be paid to such a man is not avail·le. This recommendation is made with the view of meeting cases of that kind. We not intend to recommend that officers of that kind should be appointed in every partment.

Q. In other words, the rules of the Civil Service should be so elastic that where is clearly obvious that in any department something is wanted, the Deputy Head ›uld be free to fill that want?—A. Exactly. The general tendency of these recom·ndations is to make the theoretical organization of the departments more elastic.

Mr. J. LAMBERT PAYNE examined.

By the Chairman:

Q. As the Secretary of this Association, has any special work been allotted to ?—A. No special work was allotted to me.

Q. Have you any additional observations to make?—A. I think it might not be ss to emphasize the fact that this memorial is not merely the report of the execu·: committee. 'Careful means were taken to ascertain the judgment of the member·› at large step by step as we proceeded. That was done by means of a system of ·ted bulletins conveying the substance of the conclusions arrived at from time to e, and receiving, after a sufficient lapse of time, the judgment of the members ›ugh the various departmental representatives. Therefore, it may be safely said t this memorial represents the judgment of the service. There are very few mem·s of the service outside of the Association.

Q. You represent all grades in the service from messengers up?—A. Absolutely

Q. And both sexes?—A. Both sexes. It is a complete Association, and the Asso·tion has developed what I believe is a very complete piece of machinery for the rk it has had in hand during the last six weeks.

Q. Have you any other observations to make?—A. I think the Commission wi'l ·sp the nature of the recommendations made without any special emphasis being

placed upon them. I think you will see that our object is to relieve the Civil Service Act of that rigidity to which Mr. Fyshe has referred, and to make it more elastic and businesslike.

Q. Have you ever considered that there should be no Civil Service Act at all?—A. No, I have never thought of that.

Q. There is no such thing in England?—A. So I understand.

Q. Everything is done there by Treasury recommendations?—A. So I have ascertained recently. This is the first time all the members of the Civil Service have been brought together. Hitherto they have been scattered, just as the departments have been, each department acting as a separate entity. Now for the first time all the members of the Civil Service have come together to compare their judgments, and the keynote of the association has been moderation and accuracy

Memorial of the Civil Service Association.

To the Honourable the Royal Commissioners, appointed to inquire into matters pertaining to the Civil Service of Canada.

GENTLEMEN,—The members of the Civil Service of Canada desire in this way to testify to their satisfaction upon the appointment of a Commission to deal with matters affecting their general interests, as well as to their confidence in the sincerity of purpose and in the instincts of justice which will mark the conduct of your work. They appreciate the difficulties of your task, and cheerfully proffer any assistance which they may be able to render in the gathering of the vast mass of information upon which you must base your final judgment.

The Civil Service Association is composed of members of the so-called 'Inside Service' residing in Ottawa. On its roll of membership it has 1,784 names, representing all classes in the various departments of Government at the Capital. The recommendations in the subjoined memorandum have not only been prepared with patient care by the Executive Committee, but have also the specific approval of the members of the Association. Throughout it has been the aim of the Association to make no requests which were not founded in reason, and to present its views in a spirit of moderation and, it is hoped, not without dignity.

It may not be amiss at the outset to emphasize the somewhat unique, and generally misunderstood, position of a Civil Servant. He practically gives up his life to the service of the country. The training which his work gives him, instead of increasing his marketable stock of skill, practically unfits him for other employment although rendering him increasingly valuable to the State. Hence, unless he has some technical accomplishment, the loss of his position in the Civil Service is most serious. He cannot go to other Governments and present his credentials of experience. Once having given up the earlier years of his life to the Civil Service he must remain there, or face the world heavily handicapped. The recognition of these important facts should, therefore, underlie any consideration which may be given to his case, and should at the same time preclude ordinary comparisons. These facts should suggest the need of such amelioration of existing conditions as would make the Civil Service career attractive to the young and gifted.

The Civil Servant, it must not be forgotten, is also a citizen, and as a citizen must assume his proper share of the burdens and responsibilities of the civil community. The income of other citizens has increased with the increased cost of living, but the salaries of Civil Servants have remained the same for practically the last forty years, except for a slight adjustment in 1903. He, therefore, finds it increasingly difficult with each succeeding year to take his proper position as a citizen, to discharge his obligations as such, and so to preserve the respect of the community of which he is a component part. Should this condition of affairs be continued, the result will be that

the Civil Servant, hitherto identified closely with the public and private life of the city, will be debarred from such positions and activities as are becoming to an intelligent and cultured citizen.

As things are, the Civil Servant, not only gives his life to the service of his country, as has been said, but he must provide for every contingency, as well as for the best interests of those who may be dependent upon him, out of what is paid to him from the public treasury. It is only by the exercise of prudence and, sometimes, rigid self-denial, that he can do this in a modest way. Under existing conditions, having regard to the continuous increase in the cost of living, he finds the struggle growing harder and harder. Is it, therefore, surprising that he should view with deep personal interest the creation of a Commission to inquire dispassionately and thoroughly into matters affecting his material welfare?

The operations of the Civil Service Act are best understood by Civil Servants; they know both its advantages and its drawbacks, as the result of daily experience. The members of the Civil Service Association, therefore, accepted with gratitude your kind invitation to make whatever suggestions they deemed advisable with respect to that measure. They herewith submit the results of their deliberations, confident in the justice of their claims and in the moderate nature of their representations, confident too, in your disposition to give them fair and full consideration.

PROMOTIONS.

We feel strongly with regard to what may be called the academic examination prescribed by the Civil Service Act. To expect that men who have been many years out of school and unused to study, and who, in the meantime, have given their time to the work of the public service, should go before a board and submit to a somewhat severe test—for everything it must be remembered, is comparative—in the technicalities of grammar, composition, and other branches of study, is at once unfair and unnecessary; for such an examination is not, in any real sense, an adequate test of their fitness for promotion. Under such a system it is a matter of common knowledge that men officially incompetent and undeserving have been advanced, while honest merit and efficiency plodded along without recognition, but not without a sense of unmerited injustice.

We have considered the whole matter with care, and now beg to recommend:—

1. That the promotion examination prescribed by clauses 22, 23, 24, 25, 26, 27, 28 and 29 of the Civil Service Act of 1882 be abolished.

2. That hereafter all promotions shall be made in each department solely upon the recommendation of the Deputy Minister, and that such promotions shall be based upon merit and seniority, other things being equal.

3. That the Deputy Minister shall prescribe a written examination for all candidates for promotion, such examination to have reference only to duties of office.

4. That the Civil Service Association desires to discourage the exercise of any influence whatever from without the departments in relation to promotions.

CLASSIFICATION.

The Civil Service Act of 1882 was a measure prepared with considerable care. It was patterned after the Imperial Act, although not following it in all respects. It has obviously served the purpose of producing a highly organized service, and to that extent it should be commended; but twenty-five years of experience has demonstrated that it is not a perfect measure. Among the clauses that might be improved are those in relation to classification, based upon the theoretical organization of departments. In this regard it has for some years worked injustice to some civil servants, and unless a remedy is applied it must continue to do harm in an intensifying degree.

The organization of departments in 1882, was based upon the requirements of that time. The staffs were divided, starting from the top, something like this: 3 chiefclerkships, 6 1st class clerkships, 12 2nd class clerkships, and 24 3rd class clerkships. To each class a minimum and maximum rate of remuneration was fixed. Promotion from one clas to another was made largely dependent upon a vacancy arising in the ranks above. For example, not one of the 6 1st class clerks could attain to a chief clerkship until one of the three in the class above should by reason of death, disability or retirement, disappear from the Civil Service List. The same was true of the classes below.

Looked at from the standpoint of a stationary department, constituted in numbers like the hypothetical case to which allusion has just been made, it will be seen that there was no reasonable hope, if the original organization was adhered to, of all the 24 3rd class clerks ever reaching the topmost rank. Indeed, measured by the actuarial expectation of life, some of them would inevitably pass the three score years and ten without enjoying either the rank or the emolument of a 2nd class clerk. Thus, the theoretical organization, in fixing a limit to the number of clerkships beyond the elementary grade, would work unintended injustice in a department having an unchanging number of clerks; but when applied to a rapidly growing department, the injury it was capable of inflicting became relatively greater. In practice, that is precisely what has in some departments happened. Take the Post Office Department as an illustration: In 1882, the permanent staff was made up as follows:—

Chief clerks, 7; technical officers, 1; 1st class clerks, 7; 2nd class clerks, 16; junior 2nd class clerks, 35; 3rd class clerks, 44; messengers, 5. Total, 115.

To-day there are: chief clerks, 10; 1st class clerks, 19; 2nd class clerks, 42; junior second class clerks, 129; 3rd class clerks, 103; messengers, packers and sorters, 26. Total, 329.

Of these, 5 first class clerks, 11 2nd class clerks, and 47 junior second class clerks are now at the maximum. Within four years 21 additional second class clerks and 37 junior second class clerks will also have reached the top of their class.

Out of the too strict adherence to the theoretical organization of departments, and the rapid increase of work imposed on the permanent staffs, has grown the necessity for the employment of the very large number of extra clerks now in the service.

There ought to be some remedy for the discouraging situation above indicated, and we beg most earnestly, therefore, to recommend :—

1. That in view of the large expansion of public business, clause 6 of the Civil Service Act be applied in a more liberal spirit than heretofore with respect to the theoretical organization of departments.

2. That it should be possible for every deserving, faithful and properly qualified Civil Servant to pass, subject to the proposed amendments with respect to promotions, to at least the maximum of a first-class clerkship.

3. That it would be a distinct encouragement to the best efforts and proper ambitions of Civil Servants to increase the number of offices above the rank of chief clerkships, wherever and whenever the magnitude and character of the work of a department would justify such a course.

4. That a separate class be established, composed of professional and technical officers whose work cannot be done without knowledge of a professional or technical nature acquired through special studies not provided for in the Civil Service Qualifying Examination.

5. That in view of the fact that in some of the departments certain officers whose duties are distinctly of a technical character are classified as clerks, it is desirable a separation should take place and they be attached to the technical class in which they properly belong.

6. That the provision for permanent messengerships be restored.

IONAL PAPER No. 29a

SUPERANNUATION AND RETIREMENT.

This association deems it its duty to direct attention to the general question of annuation and retirement of officials.

In 1898 the provisions of the Acts relating to the grant of superannuation allow- s to Civil Servants were made inapplicable to all entrants into the service after date. In lieu thereof, an Act was passed providing for the 'Retirement of Mem- of the Civil Service,' in virtue of which a five per cent deduction was to be made the salary of each Civil Servant to whom the terms of the Act should apply; said ctions to be accumulated at four per cent interest, compounded semi-annually, held in trust for such Civil Servant until the time of his retirement from the ce, whensoever the same might occur.

The passage of this Act has affected the destinies of a large number of indivi- als; at December 31, 1906, 2,573 Civil Servants came within its scope, as com- l with 2,324 who were then members of Superannuation Funds Nos. 1 and 2. At present time, probably upwards of 3,000 persons are primarily affected—or con- ably more than 50 per cent of the classified Service. In view of these circum- es, it is evident that if the operation of the Retirement Act be as detrimental to public service as it is certainly detrimental to the interests of its members, it ot too soon be replaced by a measure which shall have regard to the interests of

Although the enactment in question was designed as a substitute for superannua- the practical effect of it has been to abandon the superannuation principle in as well as in name. In no sense can the Retirement Fund be said to do duty for perannuation fund; even were the deduction from salary made much greater five per cent, and a rate of interest of more than four per cent allowed, the trans- n would still be essentially a savings bank provision. The chief functions of a annuation system are to secure efficiency and permanency of service to the state, to make decent provision for the declining years of those who have served worthily. her of these objects will be attained by the Retirement Act nor by any savings system, howsoever called. Efficient employees having no reward before them to ained by persistency of service, are free to choose their own time of withdrawal, e at the same time there are the usual constraints put upon the inefficient to ain. As to the other object of a superannuation system—providing for the old of employees—it is certain that the present Act will fail of that end, as will pre- ly be shown. Aside from this, moreover, there is something contrary to the prin- of superannuation in paying out a single sum, which, even though the commuted e of an adequate pension, is manifestly subject to risk in a way that an annual uarterly allowance can ever be.

If, however, the single payment at retirement be itself insufficient to provide for retirer's declining years, an additional grave defect is shown. A glance at the of the Retirement Fund as at December 31, 1906, will show at what a slow rate und is relatively increasing. At the date referred to, eight and one-half years elapsed since the inauguration of the fund, the number of members was 2,573, the total amount to their credit was $394,027.52; or only $153.14 per member. the figures in the following short table furnish better evidence of the meagre nts which after long periods of service will fall to the rank and file of officials :—

Range of Salary.	Period of Service.			Annuity purchasable by retirement payment (35 years service) at, say, age 65.	Superannuation Allowance Funds I and II (35 years service.)
	25 years.	30 years.	35 years.		
I. $500 to $1,500	$2,110	2,980	$4,030	$443	$1,050
II. $800 to $1,900	2,760	3,870	5,220	573	1,330
III. $800 to $2,400	2,890	4,160	5,710	627	1,680

NOTE.—The above ranges of salary are chosen as being on the average more or less typical. In cases I and II, salaries are assumed to increase by $50 each year until the stated maxima are reached; in case III, by $50 annually for the first 16 years, and thereafter by $100 annually up to the $2,400 limit.

Comment upon the above figures is needless. Such meagre accumulations after a lifetime of service can in no sense be regarded as sufficient for modern needs. It should be considered, too, that the deduction from the employee's salary is a forced one. To this there could be no valid objection if it rested upon some broad ground of public policy, and were equally beneficial to all concerned. Yet no employer of labour less powerful than the Government itself could hope to exact from its employees forced contributions to a savings bank scheme—or in other words, compel them to take a four per cent investment when they could themselves invest safely at from five to six per cent.

On the other hand, all the important civilized Governments of the world, with one known exception, maintain superannuation systems. The British Government, as is well known, maintains, at its own sole cost, a liberal superannuation system, and the Indian Government grants exceedingly liberal retiring allowances. The exception referred to is the United States Government—an exception which is the logical outcome of a non-permanent civil list, and the operation of the 'Spoils System.' It is instructive to note that with the gradual dying out of that system, the agitation for civil pensions is increasing, and that there, too, the end is in sight. Banks, railway companies and industrial corporations of all kinds now provide effectively for superannuation, oftentimes largely at their own cost, and some of the most enlightened Governments of the world are earnestly desirous of granting old age pensions to the general population. In Australasia, and under another form in Germany and Belgium, a broad application of the pension idea is now in actual operation. The Canadian Government too has its special pension funds for the Militia, the Northwest Mounted Police and Intercolonial Railway employees. Why not for its other permanent employees also ?

This association, after examination of various superannuation systems, both national and private, finds in all of them a recognition of the principle that the cost should not be borne by employees alone.

The Civil Service Association, therefore, desires to place on record its earnest desire for a liberal and comprehensive superannuation scheme.

It is obvious, however, that the wishes of every Civil Servant in this matter tend in two directions : If he could be certain of old age, continued years beyond the period of active service, his interest would centre in a pension which would provide for his necessities. On the other hand, if he could foresee the closing of his career before he should enjoy the benefits of superannuation, or within a short time after his retirement, his natural concern would be for those dependents whom he would leave behind. It is manifest, therefore, that a scheme embodying both the pension and provident features would exactly meet the need of Civil Servants.

Happily, such a measure has been worked out by various institutions in Canada and by the Governments of other countries. The suggestion, therefore, does not involve anything that is either novel or impracticable.

Without going into details, which are capable of being developed with accuracy by the actuaries of the Government, the association desires to declare in favour of a

ral measure which should secure, based on adequate abatements, supplemented reasonable contribution by Government:

1. A reasonable provision for Civil Servants in their old age.
2. Provision for their dependents in the event of their death either prior to or in a short time after their retirement from service.

It should, in connection with such a measure, be provided that Civil Servants now r Superannuation Funds Nos. 1 or 2, as well as those contributing to the Retire- t Fund of 1898, be given the option of coming within the scope of the proposed Act.

It would appear to us to be expedient that a Civil Servant who has contributed to Superannuation Fund for 35 years, and who has reached the age of 60 years. ld have the privilege of retirement.

It is desirable that serious consideration should be given to the case of members he Civil Service who, before appointment to the permanent service, were con- ously employed either at Ottawa or elsewhere for a term of one year or upwards, who, upon payment of the superannuation abatements for such term might be ted the right of having the said term included in the period of service upon the s of which superannuation is computed. The same privilege should, of course, be nded to future entrants to the permanent service.

With regard to the Civil Service Insurance Act, this association earnestly begs :

1. The limitation of insurance on the one life be raised to not less than $5,000.
2. The privilege of insurance be extended to female members of the permanent ice.
3. Section 16 of the Civil Service Insurance Act be repealed.
4. Non-permanent employees, whose duties are of a permanent nature, should be nitted to take out policies under the Civil Service Insurance Act.

PROFESSIONAL AND TECHNICAL OFFICERS.

This association is convinced of the general advantage that would accrue from ing professional and technical officers in the Civil Service upon a clearly defined sified standing.

The tendency of the time is unquestionably towards specialization. Manufactur- industrial and transportation interests all have their technical and professional ches, such as the various kinds of engineers, legal, medical, chemical, and other ntifically skilled persons—not to speak of the more special attainments closely allied he conduct of special business—who receive remuneration commensurate with r special expert or technical knowledge and skill. It is a matter of common knowl- that in the world of business such persons are distinguished from ordinary clerical ters, and that recognition is given to the expenditure of time and means necessary ne attainment of the qualifications which they possess.

In so far as the Government is an employer of technical and professional persons, in all essential respects in a similar position. The proper performance of the ic business of the country requires that technical and professional officers of the training and highest ability should be secured and retained in the service, which be done only by approximating the conditions of their employment to the con- ns which obtain in general business. Furthermore, it is an injustice to the lar classes of the service that such officers should be permitted to remain in the nary grades. It is well known that, as a matter of fact, in many departments the ence of such officers in the usual grades obstructs the advancement of the regular ical staff.

This association, therefore, upon a review of all the features involved, is clearly ne opinion that the well-being of the public service, of the professional and technical

officers themselves, and likewise of the regular staff, makes it desirable that a special system of classification should be applied to the officers in question; and a recommendation to that effect has accordingly been made under the head of 'Classification' proper. On account, however, of the diversified nature of the duties of such officers in the service, and the widely differing situations in individual departments, the association recognizes the difficulties of indiscriminately applying the system of classification to all—a consideration which has not been lost sight of in the recommendation referred to above.

TEMPORARY EMPLOYMENT.

Section 94 of The Civil Service Act contemplated the employment of clerks and others to meet the 'temporary pressure of work' in the various departments. In the application of that provision, however, there developed in the service an abnormal condition of things, quite out of keeping with the simple original purpose. There are to-day in the employment of the Federal Government at Ottawa approximately 500 male and 300 female extra employees, apart from professional or technical officers and messengers on a similar basis.

Those persons although employed in the first instance to meet 'the temporary pressure of work,' have, owing no doubt to the rapid increase of public business, been assigned to work of a permanent character, as will be seen from the fact that 32 have been in the service for over 20 years, 133 for between 5 and 20 years, and 648 for less than 5 years. Of this last mentioned number, 350 have served for 1 year or less; 115 for from 1 to 2 years; 81 for from 2 to 3 years; 59 for from 3 to 4 years, and 43 for from 4 to 5 years.

This anomalous situation is aggravated by an absolute lack of uniformity in the treatment of these employees. For example, in the Department of Public Works, they have been given a classification very similar to that of the permanent staff; while in other departments they remain unclassified—a condition sadly obstructive of the growth of *esprit de corps*.

The same absence of a rule is found in relation to salaries. Male clerks are paid annual amounts varying from $500 to $2,000, while female clerks receive from $456.35 to $850. The difference of amount no doubt arises in some degree from the nature of the work performed; but it emphasizes the need of a systematic treatment of this large class of public servants.

We realize the difficulties which will arise in any efforts that may be made to improve this situation; but it appears to us that the matter is in every respect worthy of courageous, prompt and comprehensive treatment. It is obvious, for example, that employees who form a part of the permanent working staff of a department should cease to be dealt with as though they were employed in accordance with the spirit of clause 94 of the Civil Service Act, while those who, for adequate reasons, could not be attached to the fixed staff, should, in respect of classification, be dealt with in a manner conformable to their actual station.

The association, therefore, recommends that extra employees, whose work has for the past two or more years been of a regular departmental nature, should be made permanent.

It is also deemed desirable that a system be adopted with respect to those who might not, for sufficient reasons, be dealt with as above suggested, under which they would be subject to the regulations applicable to Civil Servants on the permanent staff, and enjoy equal rights with respect to salary increases, superannuation, insurance, &c.

SALARIES.

To the question of salaries the members of this association have given long and careful consideration. Having regard to the views already advanced with respect to the position of a Civil Servant, it will be seen that this matter is of paramount im-

portance to each one of us. Yet we desire to avoid the reproach of appearing before you in what might be regarded as a very selfish light. That is to say, we prefer to rest our request for consideration upon the stern and irresistible logic of economic facts, rather than to make specific demands. Our view is that if conditions which determine the cost of living have so changed since the existing scale of salaries was established as to make our needs obvious then your course in the premises is clear and renders unnecessary any particularized representation on our part.

Hence we have devoted much attention to the collection of irrefutable evidence with respect to the cost of living. We appear in this matter in the attitude of witnesses to the truth of important facts; your function is that of judges, and we desire to avoid even the appearance of usurping your privileges. But should you wish for a declaration of views upon the matter of salaries, we will gladly bring them definitely to your notice.

The Civil Service Act of 1903, although intended as a remedy, or partial remedy for the inadequate salaries paid to Civil Servants, fell short of that aim in two respects:—

A.—The increases authorized were in most instances too low, even had they been put into immediate effect for all members of the Service. The following are the increases authorized for the minimum salaries of each class:

	Former Minimum.	Minimum by Act 1903.	Per cent. Increase.
Chief clerks	$1,800	$1,900	$ 5 55
First class	1,400	1,500	7 14
Second class	1,100	1,200	9 09
Junior second class	600	800	33 33

Upon the passage of the Act all clerks who were receiving the minimum salary in any class were increased as above, but they alone received any immediate benefit from the operation of the Act. True the maximum limit of each class was also raised, but as it was possible to reach it only by the usual method of the $50 annual increments, there was of necessity a considerable lapse of time before even those persons who had previously stood at the maximum of classes could feel any appreciable benefit from this provision.

B.—For all those members of the various classes who at the date of the passing of the Act stood at salaries intermediate between minimum and maximum (comprising naturally the great majority of the Service) there was absolutely no relief provided, either immediately or for the near future, and even now, after a lapse of almost four years, there remain 124 persons, or nearly one-eighth of the whole clerical service who have as yet received not one cent additional salary through the operation of the Civil Service Amendment Act of 1903.

COST OF LIVING.

The question of the cost of living is, on the whole, the most basic of all the problems with which the Civil Service as a class has been called upon in recent years to deal. The pronounced advance in general prices, which has undoubtedly taken place in the past decade, has borne with increasing heaviness upon all, and has been the cause of wide-spread dissatisfaction, discomfort and embarrassment, the Civil Service belonging, in a peculiar degree, to the class by which the prevailing conditions —those of an era of almost unprecedented industrial and trade prosperity—have been most severely felt. In view of the paramount importance of the question to the welfare and happiness of its members, and in view of the unsatisfactoriness of general statements in such a matter, the association has felt it to be among the first of its duties to make a detailed examination of existing conditions, in order to obtain definite and comprehensive data on the subject, and, by subjecting the same to careful arrangement and analysis, to endeavour to arrive at an authoritative result. The association begs leave to present hereunder, for the consideration of the Commissioners, the more important findings of its investigation.

NATURE AND SCOPE OF THE INVESTIGATION.

A word of explanation as to the method adopted by the association in carrying out its investigation and in presenting the material collected will first be necessary.

The design of the association included the collection and presentation of a body of statistics which would illustrate, in accordance with a thoroughly comprehensive plan, the relative cost of living in the city of Ottawa during the opening week of June of the present year and the same period of 1897, or exactly ten years ago. The work of collecting and collating these statistics divided itself naturally into two main parts, in accordance with the varying nature of the information sought. In the first place, the question of general retail price tendencies had to be dealt with; in the second place, a number of other considerations, almost as important, but not properly to be included under the general heading of prices, such as rentals, wages, interest, etc., called equally for investigation. In connection with the former, a list was compiled of the commodities which enter most prominently into cost of living, with the idea of securing a series of comparative retail quotations at the two dates named. The list includes meat, fish, poultry, provisions, groceries, fruits, dry-goods, clothing, furs, leather goods, furniture, house furnishings, hardware, woodenware, crockery, fuel, lighting, stationery, drugs, jewellery and other classes of goods. Though extended, the list does not claim to be minute; it does claim, however, to be thoroughly representative of the principal commodities of consumption, and to omit no class which commonly involves expenditure to the average Civil Servant. Under the second heading, the investigation covered rentals, including land valuations, building, taxation, and board and lodging; wages of labour, professional services and education; and interest and insurance.

As to the manner of presentation, it was thought that with a statement sufficiently comprehensive, the approximate movement of prices would be indicated without elaborate analysis, especially as it developed in the course of the inquiry that, in the case of practically all of the leading staples, the general tendency of prices lay unmistakably in the same direction. In order, however, that the final return might be as exact and succinct as methods available would allow, the Association has applied to these statistics a system of 'weighting' (i.e., of taking into account the relative importance of the several commodities as entering into cost of living) in accordance with the plan approved by leading authorities on the subject, viz., by estimating the cost at the two periods of a series of budgets drawn up to represent the scales of living that prevail in different grades of the service.

The survey was limited to the ten years' period for two main reasons: First, the advance complained of has taken place within the period; and secondly, the accessibility and resultant accuracy of the material had to be considered, the Association having to consult the convenience of those through whose courtesy alone the information was obtainable. The period also synchronizes with the very pronounced expansion that has taken place in the service, which at present contains a large body of employees who were not affected by conditions prevailing previously. Moreover, the demands upon those of long standing in the service have naturally increased with their advance in years and responsibilities, men having married, families having increased, &c. Added to this is the fact that the general scale of living, by which all, however unwillingly, are bound, has altered greatly since the beginning of the present era of prosperity.

The authorities from whom the information was sought consisted, for the most part, of representative local store-keepers whose trade is with members of the Civil Service. Wholesalers were consulted in a few instances, but with reference solely to retail prices. Real estate agents, physicians, dentists, insurance agents, large employers of labour, &c., furnished the information used in the second part of the inquiry. A full list of the firms and individuals supplying data is given in an appendix

this memorandum.* Every effort was made to secure absolute accuracy, the price tations being taken, in the majority of cases, for both 1897 and 1907, from the day- k records of actual purchases. They cover in each case exactly the same quantity l quality of material at exactly the same time of the year. Every return considered the Association was under the signature of the dealer supplying it. In addition, m two to five distinct quotations from different sources were obtained for every nmodity, in order that there might be no room for individual errors as well as a mplete verification of all tendencies shown.

ARRANGEMENT OF SUBJECT MATTER.

The material collected by the Association, the findings based thereon, &c., are set rth in this memorandum, under five main headings, as follows:—

I. Retail prices, 1897 and 1907.
II. Rentals, wages, interest, &c., 1897 and 1907.
III. Comparative budgets, 1897 and 1907.
IV. Corroborative evidence.
V. Conclusion.

I. RETAIL PRICES—1897 AND 1907.

The first division of the inquiry—that under which the bulk of the statistics col- ed by the association falls—has reference to retail prices at Ottawa in June, 1897, pared with prices of the same commodities in June of the present year. The in- ry, as above stated, covers all staple articles of consumption. In view of this fact, l of the exceeding importance of detailed information in an inquiry like the pre t, it has been thought advisable to gather into a single table all of the information lected by the Association on the subject of prices, and to set forth the same as an pendix to this memorandum (†), reserving for the memorandum proper a statement a descriptive and general character relating to the outstanding facts and tenden- s shown by the detailed list of quotations. This will avoid excessive minuteness of tement while enabling everything in the way of a deduction or generalization to be rified at a glance by reference to the particular facts on which it is based. No such duction or generalization, it may be said, will be found in the present memorandum at is not capable of being so verified. In the table itself, it will be seen, a reference mber is attached to every item, the key to which will be furnished to the Commis- ners. In this way the authority for every statement made may be traced. A column ll also be found for remarks, in which further information is given or light thrown the nature of the deductions made from the comparative quotations.

The table contains, in all, comparative quotations for 364 commodities. The tual number of quotations given is 663. Of these, no less than 578 show an in- ease, while 75 denote that no change has taken place, and only 10 that a reduction s gone into effect.

We may examine now, in outline, in the light of the table, some of the main ndencies in retail prices in Ottawa during the past ten years, dealing with the veral groups in the order in which they appear in the table.

Meats.—Fresh meats and bacon have increased from 45 to 50 per cent in the past n years. This is a thoroughly conservative estimate. In some lines, as, for ex- mple, poultry, the increase has been much higher, ranging from 40 per cent to 116 r cent. The lowest rate of advance shown in the whole table is 25 per cent, the vance which is recorded for sausages. Bacon has advanced 45 per cent, beef 50 r cent, veal 57 per cent, and mutton 55 per cent. Tinned meats have increased out 30 per cent, and tinned fish in the neighbourhood of 25 per cent.

* See appendix B. † See appendix A.

Fish.—Staple fresh fish, including salmon trout, salmon, whitefish and halibut, have advanced 30 per cent to 50 per cent. Fresh herring has doubled in price. Rarer varieties, such as brook trout, have trebled. Salt fish have remained in some lines unchanged, but salt herrings have increased 40 per cent. Tinned salmon and sardines have advanced 20 per cent, and tinned lobsters 40 per cent.

Dairy produce.—The most pronounced advance under this heading has taken place in eggs, the statistics showing that prices are fully 50 per cent higher than ten years ago. Butter is on an average 25 per cent dearer, and milk 20 per cent, while Canadian cheese costs 28 per cent more than in 1897.

Groceries and other provisions.—It is difficult to generalize with precision, but householders probably find that food products other than meats and dairy produce have increased 30 per cent. It is noticeable that the commodities which have shown the largest advances are among the most important to the housekeeper, as for example, bread, potatoes and apples. Some of the most representative advances are: Flour, 10 per cent to 25 per cent; rolled oats, 20 per cent; tapioca, 50 per cent; macaroni, 20 per cent; bread, between increases in price and decreases in the weight of the loaf, 40 per cent; confectionery, 30 per cent; tinned vegetables, probably 30 per cent; tinned fruits, 25 per cent; potatoes, 50 per cent; maple syrup, 20 per cent; spices, 15 per cent to 20 per cent; tea (cheaper grades) 16⅔ per cent; dried apples, 60 per cent; prunes, 25 per cent, and nuts, 20 per cent. Under fruits, apples have advanced 40 per cent. Pickles and sauces, jams and jellies, soaps, and the few other lines which have shown material increases are upward in tendency, and promise to move forward in the near future. Sugar is subject to periodical fluctuations, but has been on a considerably higher level for the past six months than at the same time ten years ago.

Dry Goods.—General dry goods have shown a decided advance. Typical examples are: Shirtings, 20 per cent to 27 per cent; sheetings, 24 per cent to 29 per cent; factory cottons, 25 per cent to 60 pe rcent; prints, 25 per cent; muslins, 20 per cent to 25 per cent; ginghams, 20 per cent to 25 per cent; flannelettes, 20 per cent; flannels, cashmeres, mohairs, lustres and silks, 20 per cent; linens, 25 per cent; tweeds, 30 per cent; threads, 20 per cent; ribbons, 25 per cent; blankets, 30 per cent. Many other staple lines will be seen in full in the table. It would be safe to estimate the general increase at 20 per cent to 25 per cent.

Clothing. It was the consensus of opinion that clothing has advanced to the same extent as dry goods. Men's suits cost from 20 per cent to 30 per cent more, and underwear about 20 per cent more. Men's furnishings are on the whole 20 per cent higher, advances being promised for the autumn. Millinery has greatly increased, and such lines as have not increased in price have deteriorated in quality.

Furs. Furs, a necessity in this climate, have shown an enormous advance. A rate of 50 per cent increase is a frequent entry in the table, and in several cases prices have all but doubled. Muskrat-lined coats for men are 25 per cent to 35 per cent dearer. Ladies' Persian-lamb coats are on an average 25 per cent higher, showing in the case of mink and otter double that rate of increase.

Footwear.- The average advance shown is probably 20 per cent. The $3.50 boot of 1897 now sells for $4 and $4.25. Repairs are 25 per cent more expensive. New soles were previously 75c. and new heels 25c.; now, new soles are 90c. and new heels 35c.

House furnishings.—Curtains have advanced 20 per cent to 40 per cent: carpets 12 per cent to 35 per cent; blinds, up to 20 per cent, and oilcloths and linoleums up to 25 per cent.

Furniture.—The average rate of advance is probably between 15 per cent and 25 ent. Pianos are somewhat higher in price, but the instrument has been improved.

Kitchen utensils.—The utensils in most frequent use, such as pails, tubs, mops brushes, have advanced 25 per cent to 50 per cent. Tinware and nickel-plated ware r quite as high a rate of increase. Cooking stoves have advanced 20 per cent to er cent.

Crockery and Glassware.—Some lines have advanced 10 per cent to 25 per cent, e others have remained with little change.

Hardware.—In hardware lines a prevailing increase of 25 per cent to 30 per cent noted, with a number of lines considerably higher. Cutlery is 25 per cent dearer, nails show about the same rate of advance. Tools are from 20 per cent to 100 ent higher, with garden tools 20 per cent higher. Galvanized iron has increased r cent and bar iron 28 per cent. Rope, twine and tarred felt show heavy increases, ing from 33⅓ per cent to 83 per cent. Wire is from 10 per cent to 35⅓ per cent er. The wholesale price of metals, especially of tin, copper, zinc and lead have on an almost unprecedentedly high level for several months past. Lead is so that its producers have ceased to earn bounty under the Dominion Act.

Paints.—The advance has been very marked. White lead, the base of all good t, has increased 50 per cent. Oils and turpentine have increased by 66 ⅔ per cent, Paris green by 75 per cent. Varnishes are up 10 per cent to 20 per cent, and d paints 18 per cent. Wall papers show only slight variations.

Leather goods.—Trunks, bags, portmanteaus, belts and purses are materially higher in 1907. The rates of advance shown in the table range from 15 per cent to 40 ent.

Books and stationery.—Books, magazines, pens, inks and writing paper are unged, and pencils and fountain pens are somewhat cheaper. Printing paper, cardl, etc., however, and the rates charged for binding, engraving and other processes ving the employment of labour, have advanced 20 per cent.

Druggists' supplies.—Drugs for prescription purposes have slightly increased, while ther articles usually handled by druggists have advanced from 25 per cent to 50 ent. Patent medicines have declined.

Jewellery.—Watches are somewhat cheaper than ten years ago, but clocks have nced from 10 per cent to 20 per cent; silverware, 20 per cent to 35 per cent; al goods, 10 per cent; and miscellaneous jewellery, 10 per cent to 15 per cent.

Tobaccos and cigars.—The smoker pays probably 15 per cent to 20 per cent more his luxury than in 1897. Pipes, pouches and sundries have advanced to that it, and though staple plug tobaccos have remained at the same price, the wholes have advanced rates, while package tobaccos and cigars have increased 10 per to 25 per cent to the consumer.

Sporting goods.—The sportsman pays on the whole from 10 per cent to 25 per cent for his goods than in 1897. Bicycles, guns and fishing tackle are cheaper, owing proved manufacturing methods, but in every other line the advance shown is ounced. The general demand to which all classes are forced to conform has been tly for a higher standard of goods, so that recreation in the form of sport has ne considerably more expensive in the past decade.

Fuel and lighting.—For eight months of the year the fuel problem is a pressing n Ottawa. Coal has advanced 11 per cent and wood probably 30 per cent in the le. This is a heavy item to the Civil Servant. Lighting, both gas and electricity, naterially declined in price, the decrease amounting to 52 per cent in the case ctricity and 26 per cent in the case of gas. Gas for cooking is 12 per cent cheaper. oil (American) is about the same, i.e., double the price charged in the United s, but the Canadian article has advanced 25 per cent.

II.—RENTALS, WAGES, INTEREST, ETC., 1897 AND 1907.

In the second part of the Association's inquiry are included, under a somewhat loose classification, the subject of rentals, wages and interest—or prices as specially applied to the use of land, labour and capital—together with certain kindred matters that may be treated in this connection.

A.—RENTALS.

In collecting information in regard to rentals, two sources were applied to: (1) representative real estate agents, and (2) members of the service itself who have been householders, whether as owners or tenants, for a period of ten years or upward. In the case of the latter, a circular communication was sent out in two departments, the inquiry being extended so as to include taxation and the prices paid for board and lodging. From both sources the same result was shown, viz., an increase ranging from 25 per cent to 36 per cent.

The returns received from real estate agents may be summed up in the following table, the statistics included in which have been certified to as typical of conditions in 1897 and at the present time:

TABLE No. 1.—Showing Comparative Rentals in Ottawa, 1897 and 1907.

Class and Locality of Dwelling.	1897.			1907.		
	6 Rooms.	8 Rooms.	10 Rooms.	6 Rooms.	8 Rooms.	10 Rooms.
In Good Residential Parts—	$	$	$	$	$	$
Tenement houses*	10 00	15 00	18 00	15 00	20 00	22 00
Semi-detached houses	12 00	15 00	20 00	16 00	21 00	24 00
Self-contained houses	15 00	17 00	22 00	20 00	23 00	30 00
In Poor Residential Parts—						
Tenement houses*	8 00	10 00	12 00	12 00	15 00	18 00
Semi-detached houses	10 00	12 00	15 00	14 00	16 00	20 00
Self-contained houses	12 00	15 00	18 00	16 00	18 00	22 00

* *i. e.* The interior houses in rows.

The rate of advance has varied considerably according to the size and location of the house. In Centre-town the advance has been from 20 per cent to 30 per cent, and on Sandy Hill about 25 per cent. In the Glebe the advance has been from 40 per cent to 50 per cent, while in New Edinburgh, a working man's quarter, no advance took place until the past eighteen months, since when about 12 per cent has been added to rentals. Houses to rent at from $10.00 to $20.00 have been and are very scarce in Ottawa, with rentals proportionately high; above that rate a fair supply has been maintained.

The following table contains the returns received from twenty-one civil servants who have lived in the same house continuously for the past ten years. This table is not a selection of returns, but represents the entirety of the information obtained in reply to the circular above mentioned:

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TABLE No. 2 SHOWING COMPARATIVE RENTALS, OTTAWA, 1897 AND 1907.

Reference No.	1897.	1907.
1	$12 00	$15 00
2	12 50	15 00
3	12 00	15 00
4	10 00	14 00
5	10 00	12 00
6	22 00	35 00
7	23 00	35 00
8	20 00	25 00
9	18 00	23 00
10	12 00	16 00
11	18 00	25 00
12	20 00	28 00
13	13 00	15 00
14	15 00	20 00
15	8 33	15 00
16	15 00	20 00
17	12 00	18 00
18	20 00	26 00
19	20 00	27 00
20	24 00	35 00
21	15 00	22 00

The average rate of increase shown in the above table is 36 per cent. It may be d that the only returns received indicating that the same or a smaller rental is g paid, contained the explanation that a smaller house or one in an inferior locality ing occupied. The growth of the city has caused an increasing use to be made of street cars, a consideration which may fairly be mentioned in connection with ils, and which, for the ordinary family, means an additional expenditure of $50— per year.

Real Estate and Building.

The advance in rentals is explained when one compares the price of real estate in with that prevailing in 1907, and the cost of building in the respective years.
A number of specific instances might be cited of property changing hands at largely nced prices during the decade. The annual reports of the Civic Assessment Denent, however, furnished the most satisfactory evidence of a general nature avail-
That for the current year shows an estimated increase in land values of $1,697,- luring 1906 alone. Compared with 1903 the increase is $4,671,265, or 44 per cent ur years. 'Real estate in Ottawa,' continues the same report, 'is steadily advancing sales are being freely made at good prices.' So numerous, in fact, have been the fers and so marked the advance in values that an almost general increase was in assessments last year in order to bring the roll within resonable distance of ntention of the Act.
Typical advances in assessments during the past ten years on houses occupied by Servants in different quarters of the city are as follows:—

TABLE OF COMPARATIVE ASSESSMENTS, OTTAWA, 1897 AND 1907.

Locality.	1897.	1907.
nerset Street	$4,875	$6,400
ar Street	4,950	5,950
y Avenue	4,000	4,725
brod Street	1,000	1,150

o improvements were made on these properties during the decade.

The above indicates an advance of 20 per cent.

Building contractors, as a result of the enormous increase in the price of lumber, other material and labour, charge, on a conservative estimate, 45 per cent more than they did in 1897. A contractor who tendered for the building of a house for $3,500 in 1893, was asked to estimate, at 1907 prices, the cost of the same house, using identical plans and specifications. His price was $5,920. Another contractor who figured on a contract last year at $4,500, increased his price to $5,700 within twelve months. A third contractor assured the Association that he had temporarily gone out of business owing to the risk involved in the rapid advance of prices.

Taxation.

The tax rate in 1897 was 2.05; in 1907 it is 2.06¼, a small increase. The extent of the general increase in assessments is shown concretely in the following table based on returns received in reply to the circular already referred to, and showing the amount of taxes paid by Civil Servants on the same properties in 1897 and 1907:—

TABLE SHOWING TAXES PAID ON RESIDENTIAL PROPERTIES, OTTAWA, 1897 AND 1907.

Reference No.	1897.	1907.
1	$86 15	$103 12
2	90 00	101 00
3	50 00	90 00
4	106 39	136 20

The increased expenditure on taxes revealed in these figures amounts to 29 per cent, and they are presumably typical.

Board and Lodging.

A word may be added here with regard to board and lodging, as representing rentals and prices in combination. Board in Ottawa has advanced 20 per cent during the past five years and 25 per cent to 35 per cent within the decade. Table board which, in 1897-1900, could be obtained at from $12.00 to $15.00 per month, now costs from $15.00 to $20.00, and further advances are in contemplation. A furnished attic room could be rented for $4.00 per month and a first-class furnished room for $10.00 per month in 1897. These now cost $6.00 and $18.00 to $20.00 per month respectively. Board and room, which together cost $15.00 to $25.00 in 1897, now cost $20.00 to $33.00. In connection with boarding rates the information obtained from members of the service through the circular above mentioned is as follows:—

TABLE SHOWING PRICES OF BOARD OF SAME QUALITY, OTTAWA, 1897 AND 1907.

Reference No.	1897.	1907.
1	$12 00	$18 00
2	15 00	20 00
3	12 00	20 00
4	15 00	23 00
5	19 00	23 00
6	16 00	25 00
7	16 00	21 00
8	16 00	21 00

B.—WAGES.

Labour, considered as a commodity, is one of the most important that enters into cost of living. The average member of the Civil Service is affected by variations in the price of wages of labour in two ways: First, he is a direct employer of labour to a limited extent, in the way of domestic servants, odd-job men and the other help involved in the up-keep of a household. If, in the case of repair work, etc., he employs his labour through a contractor, he pays, not only the workman's wages, but the contractor's percentage of profit thereon, so that an advance in the rate affects him in a double way. Secondly, he is concerned with the rest of the community, to a very marked degree, in any rise or fall of wages, whenever he consumes any commodity into the production of which labour has entered. The advance of wages during the past decade is, of course, reflected in the prices of many of the goods which have been quoted above, which prices, as in the case of employment through a contractor, include also the rate of profit of the manufacturer. Inasmuch, however, as the list of commodities above mentioned is necessarily limited, while the effect of the wages increase is all pervading, it was thought that the accompanying table showing comparative wages in 1897 and 1907 of the most important classes of labour which find employment in Ottawa would have an interest of its own. It is based throughout on the direct testimony of the most representative local employers of the several classes. The table has the additional value of illustrating the extent to which the scale of remuneration for employees has advanced the great world of industry. The Government itself is a direct employer of labour (mechanics, railway hands, labourers, etc.) to the extent of upwards of 15,000 men. In Ottawa alone 578 mechanics and labourers are employed by the single Department of Public Works. The table, therefore, being of general application, will indicate how the Government has found it necessary, owing to current conditions, to advance the scale of remuneration when it enters the industrial field. In the case of the printers in the Printing Bureau, who number over 300, the Government has by schedule appended to an Act of Parliament (1904) agreed to pay the rates of wages established by custom in the cities of Montreal and Toronto.

TABLE SHOWING COMPARATIVE WAGES AND HOURS OF LABOUR, OTTAWA, CAN., 1897 AND 1907

Class.	Wages.		Hours (per week).		Remarks.
	1897.	1907.	1897.	1907.	
Agriculture:					
Farm hands	$180–$190 per year	$240–$300 per year			Increase, 45 %
Mining (Mica).					
Foreman	1.60 per day	2.50 per day			Increase, 56 %
Drillers	$1.35– 1.50 "	2.00 "			Increase, 40 %
Handymen	1.10– 1.15 "	1.50 "			Increase, 33⅓ %
Splitters in factories (girls)	0.25– 0.35 "	0.50– 1.00 "			Increase, 100 %
Lumbering and Sawmilling:					
Bushmen	$13–$20 per month.	$30–$40 per month.			Increase, 100 %
River drivers	35 "	45 "			Increase, 28 %
Sawyers	$1.75–$2.50 per day	$2.75–$3.50 per day	60	60	Increase, 47 %
Pilers	1.30 "	1.65 "	60	60	Increase, 26 %
Shingle Sawyers	0.55 per 1000	0.65 per 1000			Increase, 18 %
Teamsters	1.25– 1.50 "	1.50– 1.75 "	60	60	Increase, 20 %
Sawmill labourers	1.25 "	1.60 "	60	60	Increase, 28 %
The Building Trades:					
Stonecutters	$0.33⅓ per hour	$0.44 per hour	54	44	For 9-10 hours less work per week, the net earnings of the average workman have increased 40%
Masons	$0.25– 0.27½ "	0.47 "	59	50	
Bricklayers	0.25 "	0.47 "	59	50	
Plasterers	0.20– 0.25 "	0.40 "	59	50	
Carpenters	1.50– 1.75 per day	2.25 per day	59	50	
Lathers	1.25 per 1000	1.50 per 1000			Contractors' wages' bills have increased 50-65 %.
Painters and Glaziers	1.75 per day	2.25 per day	59	50	
Plumbers and Steamfitters	0.20– 0.25 per hour	0.30– 0.37 per hour	59	50	
Roofers	1.75 per day	2.25 per day	59	50	
Sheet Metal Workers	0.20 per hour	0.28 per hour	59	50	
Builders' Labourers	0.12½ "	0.25 "	59	50	

* The board given to bushmen and river drivers has greatly improved in quality during the past 10 years.

TABLE SHOWING COMPARATIVE WAGES AND HOURS OF LABOUR, OTTAWA, CAN., 1897 AND 1907—*Continued.*

Class.	Wages.		Hours (per week.)		Remarks.
	1897.	1907.	1897.	1907.	
The Metal Trades:					
Machinists	$1.35–$2.00 per day	$2.50–$2.75 per day	60	60	Increase, 58 %
Boilermakers	2.00– 2.25 "	2.75 "	60	60	Increase, 26 %
Electrical workers (dynamo men)	40.00– 50.00 per mo.	45.00– 60.00 per mo.	60	60	Increase, 55 %
Linemen	1.00– 1.60 per day	1.60– 1.90 per day	60	60	Increase, 34 %
Iron moulders	1.50– 2.00 "	2.25– 3.00 "	60	60	Increase, 50 %
Coremakers	1.25– 1.75 "	2.00– 2.75 "	60	60	Increase, 58 %
Tinsmiths	1.50– 1.75 "	2.50– 2.75 "	60	60	Increase, 50 %
Brass workers	1.50– 2.00 "	2.25– 3.00 "	60	60	Increase, 50 %
Stove mounters	1.75– 2.00 "	2.00– 2.50 "	60	60	Increase, 20 %
Blacksmiths	2.00– 2.50 "	2.50– 3.00 "	60	60	Increase, 22 %
Horseshoers	8– 11 per week	10–15 per week	..	..	Increase, 31 %
The Woodworking Trades:					
Pattern makers	$2.00–$2.15 per day	$2.75–$3.00 per day	60	60	Increase, 38 %
Upholsterers	10.50 per week	12.00 per week	60	60	Increase, 15 %
Sash and Door Establishments:					
Large circular-saw hands	$1.50–$2.50 per day	$2.50–$3.50 per day	60	60	Increase, 50 %
Small circular-saw hands	1.25– 2.00 "	1.50– 2.50 "	60	60	Increase, 23 %
Jig-saw hands	1.25– 2.00 "	1.50– 2.50 "	60	60	Increase, 23 %
Band-saw hands	1.25– 2.00 "	1.50– 2.50 "	60	60	Increase, 23 %
Matcher hands	1.25– 1.75 "	1.50– 2.50 "	60	60	Increase, 33⅓ %
Planer hands	1.25– 1.75 "	1.50– 2.50 "	60	60	Increase, 33⅓ %
Shaper hands	1.25– 2.00 "	1.50– 2.50 "	60	60	Increase, 23 %
Sticker hands	1.25– 2.00 "	1.50– 2.50 "	60	60	Increase, 23 %
Machine hands	1.25– 2.00 "	1.50– 2.50 "	60	60	Increase, 23 %
Turners	0.18– 0.20 per hour	0.20– 0.25 per hour	60	60	Increase, 19 %
Stairbuilders	0.20– 0.25 "	0.25– 0.30 "	60	60	Increase, 22 %
Doormakers	1.25– 1.75 per day	1.50– 2.00 per day	60	60	Increase, 16⅔ %
Sash and blind makers	1.25– 1.75 "	1.50– 2.00 "	60	60	Increase, 16⅔ %
Frame makers	1.25– 1.75 "	1.50– 2.00 "	60	60	Increase, 16⅔ %
Bench hands	1.25– 1.75 "	1.50– 2.00 "	60	60	Increase, 16⅔ %
Bench helpers	1.25– 1.75 "	1.50– 2.00 "	60	60	Increase, 16⅔ %
Cabinet makers	0.20– 0.25 per hour	0.25– 0.30 per hour	60	60	Increase, 22 %
Polishers and Finishers	0.20– 0.25 "	0.25– 0.30 "	60	60	Increase, 22 %
Labourers	1.00– 1.80 per day	1.30– 1.60 per day	60	60	Increase, 26 %
Carriage and Wagon Establishments:					
Blacksmiths	$ 9.50 per week	$10.50–$15 per week	60	60	Increase, 50 %
Blacksmiths' helpers	6.00 "	8.00 per week	60	60	Increase, 33 %
Blacksmiths' finishers	7.50 "	10.00 "	60	60	Increase, 33 %
Body builders	10.00 "	12.50–$15 per week	60	60	Increase, 35 %
Gear Builders	10.00 "	12.50 per week	60	60	Increase, 25 %
Wheelwrights	9.00 "	11.00 "	60	60	Increase, 22 %
Machine hands (wood)	9.00 "	10.50 "	60	60	Increase, 16 %
Shaper hands	11.00 "	15.00 "	60	60	Increase, 33⅓ %
Sticker hands	10.00 "	12.00 "	60	60	Increase, 20 %
Painters (general)	7.50 "	10.00–$13 per week	60	60	Increase, 33⅓ %
Stripers	8.50 "	11.50– 15 "	60	60	Increase, 35 %
Varnishers	9.00 "	12.00–15 "	60	60	Increase, 33⅓ %
Top builders	9.00 "	12.50 per week	60	60	Increase, 38 8-9 %
Trimmers	9.00 "	12.50 "	60	60	Increase, 38 8-9 %
Cushion makers	9.00 "	12.50 "	60	60	Increase, 40 %
Carriage mounters	8.00 "	12.50 "	60	60	Increase, 55 %
Labourers	7.50 "	9.50 "	60	60	Increase, 26 %
The Printing and allied Trades					
Compositors (hand)	$11.00 per week	$14.00 per week	54	48	Increase, 48 % *
Compositors (machine)	.....	16.00–$21 per week	..	..	Increase, 40 %
Pressmen	12.50 per week	15.00 per week	60	54	Increase, 33 %
Bookbinders	11.00 "	14.00 "	54	54	Increase, 27 %
Lithographers	13.00–$20 per week	18.00–$28 per week	48	48	Increase, 44 %
Transferers	12.00– 16 "	18.00– 28 "	54	54	Increase, 64 %
Pressmen	11.00– 16 "	16.00– 24 "	54	54	Increase, 55 %
Stonepolishers	8.00– 9 "	11.00– 12 "	54	54	Increase, 35 %
Stereotypers	12.00 "	15.00– 21 "	60	48	Increase, 56¼ %
					* Taking into account the shortening of hours.

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TABLE SHOWING COMPARATIVE WAGES AND HOURS OF LABOUR, OTTAWA, CAN., 1897 AND 1907—*Continued.*

Class.	Wages.		Hours (per week.)		Remarks.
	1897.	1907.	1897.	1907.	
The Clothing Trades:					
Journeymen tailors	$ 7.00–$12 per week	$12.00–$18 per week	..	..	Increase, 57 %.
Shoemakers and repairers	7.00– 10 "	9.00– 12 "	60	54	Increase, 50 %.
Garment workers:					
On shirts and overalls	3.00– 4 "	5.00– 8 "	..	..	Increase, 85 %.
On waists and skirts	2.00– 4 "	3.00– 6 "	..	..	Increase, 50 %.
Food and Tobacco Preparation.					
Journeymen bakers	$ 7.00–$10 per week	$10.00–$13 per week	..	..	Increase, 53 %.
Cigarmakers	5.00– 13 per 1,000	6.00– 14 per 1,000	..	..	
Leather Trades:					
Saddlers	$ 8.00–$9 per week	$10.00–$11 per week	66	60	Increase, 23 %.
Machine hands (female)	2.00– 3 per week	3.00– 5 "	66	60	Increase, 60 %.
Foremen	11.00 per week	15.00 per week	66	60	Increase, 36 %.
Journeymen leatherworkers	9.00 "	12.00 "	66	60	Increase, 33 %.
Storemen	10.00 "	14.00 "	..	..	Increase, 40 %.
Transport:					
Street railway employees:					
1st year	$1.50 per day	$1.75 per day	66	60	Increase, 16 %.
2nd year	1.50 "	1.85 "	66	60	Increase, 23 %.
3rd year and over	1.50 "	1.95 "	66	60	Increase, 30 %.
Teamsters	1.25 "	1.50–$1.60 per day	66	60	Increase, 24 %.
Expressmen	1.25 "	1.50– 1.60 "	66	60	Increase, 24 %.
Civic Employees:					
Firemen (grade I)	$504 per year	$650 per year	..	..	Increase, 28 %.
Policemen	$35–$50 per month	$50–$70 per month	..	..	Increase, 40 %.
Street cleaners	$1.00–$1.25 per day	$1.50–$1.80 per day	..	..	Increase, 46 %.
Miscellaneous:					
Retail clerks	$6–$10 per week	$8–$15 per week	..	..	Increase, 44 %.
Delivery employees	4– 7 "	6– 9 "	..	..	Increase, 36 %.
Stenographers	2– 9 "	4– 15 "	..	..	Increase, 72 %.
Restaurant employees	2– 4 "	3– 6 "	..	..	Increase, 50 %.
Bartenders	8– 10 "	10– 14 "	..	..	Increase, 33 %.
Domestic servants	8– 10 per month	12– 15 per month	..	..	Increase, 50 %.
Unskilled Labour	$1.00–$1.10 per day	$1.50–$1.75 per day	..	..	Increase, 54 %.

It will be seen by the table that there is not one class of labour employed in Ottawa that has not received a very material increase in wages during the past ten years. The advances, in fact, range from 20 to 100 per cent, those in the most important classes ranging for the most part from 25% to 50%. The farmer who sells his produce on the market has to include in the price asked an advance of 45% in the cost of hired help. The builders' wages bill is on the whole 50% higher than in 1897, the plumber, the bricklayer and the carpenter having advanced rates to exactly that extent, while introducing other arrangements that have forced the cost of labour upward. The lumber camps, saw-mills and planing mills have had to offset in their prices advances ranging from 20% to 100% in wages, while workers in wood and metal have added from 20% to 50% to the cost of their labour. Printers charge at least 40% more than in 1897, tailors 40%, bakers 35%, and leather workers 40%. Domestic service is paid 50% more, the rapidly increasing wage paid to female workers in mica picking, garment making, match and other factories, having depleted the market of almost all available labour. Domestic servants, moreover, do less work for their wages than previously. These and many other kindred facts will be seen in full detail in the table, a number of classes whose increase wage does not immediately

affect the consumer, such as civic employees, etc., being added for the sake of the evidence they adduce as to the general character of the movement toward a much higher level of wages.

As partaking largely of the nature of personal services or labour, reference may here be made to the rates charged by such classes as barbers, cabmen, laundrymen, &c., It costs 25c. to-day for hair cutting, where it cost 15c. in 1897. The scale on which cabmen have advanced their rates is shown in the following extract from the municipal regulations governing the tariff for licensed carriages:—

	1907.	1897.
Two Horse Vehicle by the Hour:		
One to four passengers for 1st hour	$1.25	$1.00
Each subsequent quarter of an hour	0.25	0.20
One Horse Vehicle by the Hour:		
One to four passengers for first hour	1.00	0.75
Each subsequent quarter of an hour	0.20	0.15

Livery stable keepers have advanced rates to a corresponding degree, to meet increasing expenses for fodder, repairs and hired help. Laundry prices are in the main unchanged, though upward to the extent of 5% in a few lines, and, with the increasing cost of labour and supplies, upward in general tendency. In the final resort, undertakers have doubled their charges, a funeral which was furnished in 1897 for $40.00 costing $75.00 to-day.

Professional Services.

The tendency among physicians, dentists, &c., has been to advance fees, though it is difficult to give definite returns. The tariff charged by physicians for medical attention is about the same, but surgeons' fees have doubled. Fees at hospitals have considerably increased, those at the Maternity Hospital which were $12.50 for a private room in 1897 having been advanced to $20, or 60%, to-day. Semi-private rooms have advanced from $7.50 to $13.00, or 73%. At St. Luke's Hospital, private wards have advanced from $10.00 to $14.00 per week. Professional nurses were paid $10.00 per week in 1897; they now obtain from $15.00 to $18.00. Dentists have had to offset an advance of 50% in the cost of artificial teeth and of 100% in the price of platinum which is in greater use to-day than 10 years ago. A full upper set of artificial teeth which in 1897 cost $15.00, to-day cost $20.00, and the general scale of fees has advanced 25%.

Education.

The cost of education has advanced considerably within the decade. In the public and separate schools there has been a marked increase in teachers' salaries, while the expenses incurred for new buildings have kept pace with the general expansion. In 1897, public school lands and buildings in Ottawa were valued at $181,900; to-day they are valued at over $400,000. The monthly salaries of 89 public school teachers aggregated $46,015 in 1897; to-day 147 teachers receive $104,820 monthly, while the number of teachers in the separate schools has advanced from 67 to 128, and the monthly salaries bill from $10,498 to $44,060. This must be met by increased taxation which, though it has not resulted in any material increase in rates, accounts in part for the advance in assessment dealt with above.

In the matter of secondary education, the fees charged by the Collegiate Institute are the same as in 1897. The Association, however, begs to point out the very high rate at which these are placed, namely $20 for forms 1, 2 and 3, and $25 for forms 4 and 5. This is higher, the Association is assured, than the rate in any other city or town in the Dominion. Fully 50% of the children in attendance at the Collegiate Institute are children of Civil Servants. The increased scale of salaries, here also as in the public and separate schools, must be met by increased taxation. The fees charged by the convents and ladies' colleges, which may be regarded as covering tuition in music, painting, stenography, &c., have advanced 20% all round in the decade.

The city offers no facilities for those desirous of proceeding to a degree in applied science, law or medicine. This is particularly felt by members of the service for the reason that from the nature of their occupation they cannot offer their children a place in any established business or enterprise, the only start in life they are able to give them being a thorough training.

C.—INTEREST

The general tendency of interest during the final quarter of the nineteenth century, was steadily downward. Since the opening of the present century, however, not only has this movement been arrested, but a decided impetus has been given in the opposite direction, with the result that the general rate is higher to-day than at any time since 1894. This is made clear in the following table, compiled by the Insurance Branch of the Department of Finance, Canada, which shows the average rates of interest earned on combined mean invested funds of Canadian Life Insurance Companies each year for the past 20 years:—

AVERAGE RATES OF INTEREST EARNED ON COMBINED MEAN INVESTED FUNDS OF CANADIAN LIFE INSURANCE COMPANIES FOR EACH OF THE RESPECTIVE YEARS SPECIFIED.

Year.	Mean Invested Funds.	Average Rate Per cent. Earned.
1886	.....	6.29
1887	.....	6.57
1888	.....	5.83
1889	.....	5.74
1890	.....	5.50
1891	.....	5.54
1892	.....	5.37
1893	.....	5.35
1894	$28,865,000	5.24
1895	31,789,000	4.68
1896	34,975,000	4.76
1897	38,632,000	4.77
1898	43,543,000	4.65
1899	48,306,000	4.52
1900	53,614,000	4.56
1901	59,619,000	4.66
1902	66,387,000	4.75
1903	73,719,000	4.80
1904	82,114,000	4.80
1905	92,121,000	4.93
1906*	.....	5.10*

With regard to the rate at which private loans for small amounts may be obtained, this will be found in general by adding from one to two per cent to the rates shown in the table, according to the nature of the security offered. Call loans on security of the best commercial bonds command at present about seven per cent interest. The rate on first-class loans, such as would be negotiated by Civil Servants building or purchasing homes, is about 5½ per cent on loans of $2,000 and upwards, and 6 per cent on loans of smaller amounts. Five years ago the rate was at least one-half per cent lower, and from 1900 to 1903 it was possible to raise money, in sums of $2,000 and over, on real estate up to one-half of its value at 5 per cent. The rapid growth of western Canada, the general industrial development, joined to the lack of transportation facilities to market the grain crops. by creating a scarcity of capital for the promotion of enterprises, have been the causes of this change.

Insurance.

There has been a decided increase within the decade in the life insurance rates charged by life companies. If the review is extended further into the past, the difference is accentuated. A single representative example will suffice: In 1892 a straight life policy for $1,000 could be purchased, at 30 years of age, from the North American Life Insurance Company, for $22.25 per annum. The identical policy costs to-day $24.25.

*Estimated.

Fire insurance rates have advanced 70 per cent during the decade on cer[illegible] classes of risks, including down town property. Brick dwellings, with first-class r[illegible] in the central portions of the city, insure for about the same rate namely, 65 cents $100. In the eastern portion of the city, and in the neighbouring city of Hull, r[illegible] on dwelling houses since the great fires of 1900 and 1902 have doubled and treble[illegible]

III. COMPARATIVE BUDGETS, 1897-1907.

With a series of quotations as comprehensive in scope and uniform in tend[illegible] as the above, there is perhaps small need of seeking more explicit demonstration [illegible] the trend of cost of living. It will be seen at a glance, that, with the exception very few commodities, of which lighting gas, fuel gas and electricity are the most [illegible] portant, the great staples of consumption have been upward to a very marked de[illegible] It is, in fact, this universality of the upward movement that renders the situatio[illegible] serious. Merchants have not only the advances of manufacturers and wholes[illegible] to meet ; but increased rentals, wages bills, and practically every item of expend[illegible] in their establishments have to be calculated in fixing prices, and the whole seri[illegible] advances act and react upon each other to a degree that makes relief extremely diff[illegible]. It will be of interest, however, notwithstanding the lesson of the above on its fac[illegible] apply the test of two or three comparative budgets, in order to obtain not only so definite measure of the advance as a whole but the degree to which the conditions illu trated are felt by persons of differing incomes.

In the first place, let us note, by means of an average weekly budget of necessaries the extent to which the advance has been felt by a family of five on an income of, say $750 per annum, spending in the neighbourhood of $10 per week for food, lighting and rent (*).

AVERAGE WEEKLY EXPENDITURES ON STAPLE FOODS, FUEL, LIGHTING AND RENTALS FOR A FAMILY OF FIVE; INCOME $750 PER YEAR, 1897-1907.

Commodity.	Quantity	Price, 1897.	Price, 1907.
Meats,			
Beef,			
Sirloin steak	2 lb.	.25	.36
Chuck roast	2 "	.20	.30
Boiling beef	3 lb.	.15	.24
Mutton,			
Forequarter	2 lb.	.15	.25
Pork,			
Fresh	1 "	.10	.14
Salmon (tinned)	1 tin	.13	.17
Fresh fish	1 lb.	.10	.15
Bacon	1 lb.	.14	.20
Lard	2 lb.	.20	.30
Eggs,*			
Fresh	1 doz.	.20	.30
Packed	1 "	.15	.22
Milk	6 qts.	.30	.36
Butter,			
Creamery	1 lb.	.22	.28
Dairy	2 "	.40	.52
Bread	12 loaves	.60	.84
Cheese	1 lb.	.13	.18
Flour,			
Pastry	2 "	.4-5	.06
Strong bakers'	6 "	.12 6	.13.8
Rolled oats	6 "	.18	.21
Rice	3 "	.30	.37.5
Sugar,			
Granulated	4 "	.18	.20
Yellow	2 "	.08	.09
Tea,			
Black	½ "	.10	.10
Green	½ "	.08	.10
Coffee	½ "	.09	.10
Potatoes	2 pecks	.16	.30
Wood	¼ cord	.76	1.00
Coal	¼ ton	.80	.90
Coal oil	1 gal.	.30	.30
Rent	per week	2.50	3.50
Total		$9.06	$12.17

*At average prices the year round.

* The commodities and quantities included in this budget are a slight modification of those employed in similar calculations in the United States as applied to the working classes.

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It will be seen that the advance in the cost of living, according to this calculation, ›r families of the income mentioned, has been approximately 34·3 per cent(**). lothing and other articles on which the advance has been less pronounced than on the aples mentioned in the budget, are not included in this estimate, and some reduction ill have to be made on this account, though it should be remembered that advances in aple food products are especially important, inasmuch as they entail the cutting)wn of expenditures on other less necessary commodities. It would be safe to say ıat the above showing warrants the general conclusion that for families living in ttawa on incomes varying from $600 to $900 per year, the rate of advance in the ɛcade lies between 30 and 35 per cent.

We may now note as an illustration applicable to the other extreme of the Ser-. ce, a monthly budget representing average or typical expenditures of a member of ıe Service whose living expenses approximate $2,000 or upwards per year.*

AVERAGE MONTHLY EXPENDITURES ON FOODS, FUEL, LIGHTING, DOMESTIC SERVICE AND RENTALS FOR A FAMILY OF FIVE; INCOME $2,000 PER YEAR; 1897-1907.

Commodity.	Price, 1897.	Price, 190
ats, bacon, fish, poultry, etc	$ 7 00	$10 00
tter (16 lb.)	3 52	4 48
lk (80 qts.)	4 00	4 80
gs (15 doz.)	3 00	4 50
ead (150 lb.)	3 75	5 50
eese (5 lb.)	0 65	0 90
ur (25 lb.)	0 52	0 57
lled oats (24 lbs.)	0 72	0 84
e, tapioca, sago, etc	1 10	1 40
tatoes (bag)	0 50	1 00
a (4 lbs.)	1 50	1 60
ffee (4 lbs.)	1 60	1 60
gar (40 lbs.)	1 80	2 00
ner groceries, fruits, etc	8 00	10 50
al (ton)	6 50	7 25
el gas	2 60	3 00
ght	3 00	1 50
rniture, additions and repairs	3 00	4 00
tchen utensils and repairs	3 00	4 00
e and fire insurance	10 00	12 00
undry	8 00	10 00
y goods and clothing	16 00	20 00
ots and repairs	2 00	2 50
nt	25 00	35 00
Total	$116 76	$148 94

It will be seen that a scale of living which at present necessitates the expenditure approximately $1,800 a year could have been maintained in 1897 for approximately ,400. In other words, the advance in the decade has amounted to 28 per cent.

In connexion with the above, it should be borne in mind that the method of plying budgets does not take into consideration the advance in the scale of living, ıich, however resisted, it is impossible wholly to overcome. From the second budget, particular, it appears that not only has the Civil Servant been unable to make lowances for this, but he has been forced to reduce the scale at which he lived ten ars ago if he would maintain a margin of safety between his receipts and expen-tures.

The expenditures for families living on salaries between these extremes show by nilar tests a proportionate rate of increase. Typical expenditures for necessaries a family of five living on a salary of $1,200 reckoned at 1897 and present prices e as follows:—

** If electric light is used instead of coal oil this percentage would be reduced to 32 per cent. If gas is used e percentage would be 33 per cent.

* The commodities and quantities shown in this budget are based upon a number of lists of expenditure rnished by members of the service.

	1897.	1907.
Rent	$18 00	$23 00
Fuel	5 50	7 00
Food	30 00	40 00
Clothing	16 00	20 00
Light	1 00	0 50
Servant	7 00	10 00
Total	$77 50	$100 50

The increase shown is approximately 30%. The prices of 1897 left a margin of $22.50 per month for insurance, recreation, medicines, education, superannuation, church contributions, water rates, and other sundries. *These have to be met to-day by reductions on the primary necessaries.*

IV. CORROBORATIVE EVIDENCE.

The above statement, as was pointed out at the beginning of this memorandum, applies to Ottawa alone. But if testimony from outside points be regarded as corroboration, it may be had in great abundance. Throughout the Dominion the steady increase in the cost of living, especially since the beginning of the present century, has been the subject of repeated comment, and, in almost every city or centre of employment, of more or less careful examination. About a year and a half ago, for example, the Ontario Educational Association went carefully into the whole matter, in connection with the arrangement of teachers' salaries, with the result that an increase amounting to thirty per cent was shown. Within the past three months, an estimate made by the Synod of the Church of England in the City of Quebec placed the increase within the decade at a much higher rate. In the City of Toronto, an investigation conducted with care and minuteness during the present spring by the Department of Political Economy of the University of Toronto also showed a higher rate of increase. These examples could be multiplied.

But the most convincing evidence in this connexion is the general process of adjustment of wages and salaries to the new conditions, which has been in progress for some six or eight years past among the industrial classes and others throughout Canada, and which constitutes, economically considered, one of the most important features of the decade. Almost every demand for increased remuneration preferred during the past seven years has been based upon the increased cost of living; and the extent to which employers have raised the scale in response may be fairly considered as gauging the admitted advance in living expenses.

The local aspect of this, in so far as wage-earners are concerned, has been already incidentally touched upo in connexion with the discussion of the advance in the price of labour as a commodity. It should be added, however, that the conditions revealed in the table of wages in Ottawa, set forth above, are common to almost every centre in Canada of similar size and industrial importance. According to statistics published by the Canadian Department of Labour, hundreds of increases, involving, in many cases, several thousands of employees, have gone into effect during the past five years. In 1905, over 130 of such increases took place, and in the past year over 180, while the record of both these years was exceeded in 1903, and will probably be largely exceeded this year. Municipal employees in the past three years have had their salaries increased in practically every city of importance in Canada. It should be remembered also that the statistics of the Department of Labour in this connexion include only changes granted to definite bodies of workpeople, of which full details were obtainable, and that individual increases, which have contributed the chief impetus to the upward movement of wages in the agricultural, railway construction, manufacturing and other industries, are not considered. On the whole, it would certainly be within the mark to

that in the effort to equalize earnings with expenditures, the general level of wages Canada has increased by 25 per cent since 1897 (among outside workers it has siderably exceeded that rate), while the upward tendency is probably more active at present moment than at any time in the past decade, with the exception of the ing of 1903.

With the view of extending this aspect of the inquiry to a class having several nts in common with the Civil Service, a special committee was appointed by the ociation to inquire from the general managers of banks throughout Canada as to movement of staff salaries during the past ten years. Letters were forwarded to 22 he leading banks of the country and answers were received from all. The informa- thus obtained showed the extent of the increases granted, the estimated increase the cost of living on which the salary increases were based, the extent to which wances are made to cover special instances of increased cost of living, and the ex- to which the practice of granting bonuses prevail. A table setting forth in full ail the information received from the banks in this connection will be delivered confidential document to the Commissioners. It may be stated here that the per- tages of increase shown in bank clerks' salaries range from 10 to 100, and that 16 of the 22 banks are in the habit of giving bonuses to their staffs in addition to r regular salary. Many of the banks make special allowances to their staffs, ging from $100 to $300 per annum, in the larger cities of Ontario and Quebec and ughout the Northwest Provinces and British Columbia, to meet the greater expen- tres necessary in these localities. The estimated increase in cost of living ranges m 10 to 20 per cent in the small towns and from 25 to 45 per cent in the larger es.

Prices in the United States.

In the United States, conditions, social, economic and industrial, are much the e as in Canada. Tendencies in prices, based as they are on these and other phen- na shared in common, are as a rule identical in the two countries. In the United tes we have at least two authorities whose findings with regard to cost of living r the most accurate methods may be regarded as conclusive. These are the mer- tile agency of R. G. Dun and Company of New York, noted the world over as an hority on prices, and the United States Department of Labour, at Washington, D.C.

The history of prices compiled by R. G. Dun and Company, dates back to the r 1860. The arrangement, however, under which the survey is at present con- ted was begun only on January 1, 1898, since which date the record covers the cost he same quantity of the same articles on the first day of each month, an unbroken nthly record for nine years. Wholesale prices alone are considered. To render parisons easy, the quotations are reduced to the form of index numbers under a es of seven headings, including breadstuffs, meats, dairy and garden produce, other ds, clothing, metals and miscellaneous. Under the heading of breadstuffs, wheat, n, oats, rye, barley, beans and peas are included. Meats include live hogs, beef, ep, lard, tallow and other provisions. Dairy and garden produce include eggs, ter, vegetables and fruits. Other foods include fish, liquors, condiments, sugar, acco, &c. Clothing includes woollens, cottons, other textile goods, hides, leather, ts and shoes, &c. Metals include pig iron, coal, petroleum and other manufactured partially manufactured products. The miscellaneous class embraces lumber, lath, k, lime, glass, oils, paints, fertilizers, drugs, &c.

The comparative index numbers* shown for these commodities on January 1, 1898, and on January 1, 1907, are as follows :—

Class of Commodity.	Index number, Jan. 1, 1898.	Index number, Jan. 1, 1907.	Increase per cent.
Breadstuffs	13.511	16.079	19.00
Meats	7.336	9.350	27.45
Dairy and garden produce	12.371	14.965	20.90
Other foods	8.312	9.760	17.42
Clothing	14.654	19.637	34.00
Metals	11.572	18.087	56.29
Miscellaneous	12.184	19.386	59.11
Total	79.940	107.264	34.8

It will be seen from this table that the index number representing the general level of prices on January 1, 1898, was 79,940, whereas on January 1, 1907, the number was 107,264. In other words, the increase in wholesale prices in the United States during the nine years in question was upwards of 34 per cent.

The statistics prepared by the Department of Labour, Washington, refer to both wholesale and retail prices, the latter record being on the whole of greater value in the present connexion as being less sensitive to mere passing changes in conditions, and as representing the actual disbursements of the consumer. The record of the department, wholesale and retail alike, goes back to 1890, a year of exceptionally high prices in the United States, and the latest return brings the inquiry only to 1905, since when a marked increase has admittedly taken place. In both wholesale and retail prices, however, the general level was found by the department to be higher in 1905 than in any previous year covered by its investigation. The wholesale prices quoted are for a series of 259 commodities classified under nine general groups, as follows: Farm products, food, clothing, fuel and light, metals and implements, lumber and building materials, drugs and chemicals, house furnishings and miscellaneous. The prices quoted are, for the most part, those of the New York markets, except for articles having their primary market elsewhere. As in the case of Dun and Company, an index number has been calculated. Reckoning average wholesale prices for the decade 1890-1900 as 100, wholesale prices in the United States are shown by the official return to have increased from 89·7 to 115·9, or 29:2 per cent between 1897 and 1905. In the case of retail prices also, the general level was found by the bureau to be in 1905 at the highest point of the sixteen year period. Bread, butter, cheese, chickens, eggs, fish, milk, mutton and veal were the chief items contributing to this high level. Compared with 1896, the advance in bacon was shown to be 43·5 per cent; in Irish potatoes, 43·1 per cent; in eggs, 41·8 per cent; in fresh pork, 30 per cent; in salt pork, 31·9 per cent; in flour, 29·3 per cent, and in cornmeal, 28·6 per cent. The advance in foodstuffs alone, when the articles quoted are given a weight according to their consumption in the average family of small means, was shown to have been 17·7 per cent since 1896, and 12:4 per cent when compared with the average for the ten year period, 1890-1900. On the whole, reckoning average prices for 1890-1900 as 100, retail prices in the United States were in 1890, 102·1; in 1891, 103·4; in 1892, 101·8; in 1896, 95·8; in 1897, 96·3, and in 1905, 112·5. In other words, the advance in the eight year period falling within the field of the present inquiry, amounted to twenty-seven per cent (27 per cent), with the strong probability that it would considerably pass 30 per cent if the record were extended to the present time.

* In reckoning these numbers due provision is made by Dun's for weighting. The method adopted by Dun's is to multiply the price obtained for each commodity by the average per capita consumption per annum in United States, and to add the totals, the result being the number.

V. CONCLUSION.

In conclusion, the Association wishes merely to emphasize, by way of recapitula-, the important points that it has sought to make clear in the preceding statement. he evidence it has collected is correct, the price of nearly every staple commodity, stituting the very basis of existence, has advanced to a degree that, without liberal rision to counteract, will soon cause not only distress but impaired efficiency in the vice. Rentals, wages and other kindred expenditures have been shown to be quite trongly upward as prices. Applying these facts in the most practical way possible, as found that to the man of low salary the increase in cost of living during the ; ten years has amounted to 30-35 per cent, while to the man of higher rank and uneration, it has been at least 26 per cent to 30 per cent. These are not guesses, results based upon approved methods of dealing with statistics of this nature, and r are within rather than outside of the facts. The serious nature of the situation xpressed more clearly in the terms of salary, when it is said that the man receiving) in 1897 would require fully $1,200, and the man receiving $1,500 fully $1,900, to with the same degree of comfort in 1907.

One additional point is worthy of special mention. Extraordinary as the present ditions are, there is no sign on the industrial or economic horizon that portends a nge. The great prosperity in which the whole country is rejoicing shows not the htest indication of abatement. As a matter of fact, what signs there are point uniily to continued industrial and trade expansion, the only embarrassment that atens being the lack of facilities—those of transportation, in particular—to reap splendid harvest to the full. Prices, therefore, may be expected not only to remain ı, but to show still further advances. It will be remembered that in several imant items in the table, wholesale prices were mentioned as having shown an adce to which the retail prices have not as yet responded. This is full of significance, nded as the wholesale advances are on sound economic conditions. 'With regard rice movements,' says the Toronto *Globe* of June 21, 1907, 'it is probable that all he influences which have tended to keep prices to retailers down will vanish with summer's trade. . . . Cottons are expected to have a decided increase. . . . Woollens will also be higher. . . . . There will be no way to escape ıer prices throughout the whole textile trade.' Of significance, too, in this conion, are the liberal advances in the wages of labour which have been so character- a feature of the present spring season, and which include in a large number of nt agreements specific provisions for still further increases in 1908. The printers Toronto during May obtained a sliding scale of advances covering a period of five rs. It is surely the irony of fate that these and similar phenomena, indicating hey do the greatest blessing that can befall a country—an era of all-embracing prosty—should spell hardship and renunciation to the Country's servants.

For final word in this connexion the Association begs to repeat that in the case ch it has presented above it has avoided scrupulously the picking and choosing of ts, but has endeavoured honestly, and with impartiality, to find some measure for a dition, the existence of which, indeed, requires no proof (for it is acknowledged by and about which the only question that can arise is one as to its precise intensity.

J. L. PAYNE,
Secretary.

A. G. KINGSTON,
President.

WA, June 26, 1907.

APPENDIX A.

TABLE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, C. JUNE 1897 AND JUNE 1907.

Reference No.	Commodity (Exact quality stated.)	Prices. (For same quantity or measure.) June, 1897.	June, 1907.	Remarks.
	Fresh meats and bacon—			
47	Beef (sirloin steak)	12½–15c. per lb.	18c. per lb.	
30	"	12½c. "	18c. "	
47	Beef (chuck roast)	8–10c. "	10–15c. "	Increase, over 40%.
30	"	10c. "	12c. "	
47	Beef (boiling)	4–6c. "	8c. "	
30	"	5c. "	8c. "	
47	Veal (fore)	3–4c. "	8–10c. "	
30	"	4c. "	7c.	
47	Veal (hind)	10c. "	12½c. "	
30	"	8c. "	12½c. "	Increase, 53%.
47	Veal (cutlets)	12½c. "	15c. "	
30	"	10c. "	15c. "	
47	Mutton (fore)	8c. "	15c. "	
30	"	7c. "	10c. "	Increase, 55%.
47	Mutton (hind)	12½c. "	18c. "	
30	"	10c. "	15c. "	
47	Pork (fresh)	10c. "	14c. "	
30	"	$6.50 per cwt.	$10 per cwt.	Increase, 42%.
47	Pork (salt)	10c. per lb.	14c. per lb.	
30	"	9c. "	12½c. "	
47	Bacon (green)	10c. "	14c. "	Increase 40%.
30	"	10c. "	14c. "	
47	Bacon (smoked)	13c. "	16–18c. "	
30	"	12½c. "	18c. "	
10	Bacon (Fearman's)	12½c. "	23c. "	Increase, 45%.
25	"	15c. "	21c. "	
3	Hams	14c. "	17c. "	
47	"	13c. "	16–18c. "	
30	"	12½c. "	18c. "	Increase, 38%.
10	" (Fearman's)	14c. "	20c. "	
25	" "	14c. "	20c. "	
47	Sausages	10c. "	12½c. "	
30	"	10c. "	12½c. "	Increase, 25%.
53	"	12½c. "	15c. "	
47	Lard	10c. "	15c. "	
30	"	10c. "	15c. "	
10	"	12½c. "	16c. "	Increase, 42%.
25	" (Fearman's)	12c. "	17c. "	
3	"	15c. "	17c. "	
28	Turkeys	9–12c. "	15–25c. "	
34	"	8–10c. "	15–17c. "	
17	"	10c. "	18c. "	Increase, 80%.
00	"	10c. "	18c. "	
3	"	13c. "	18c. "	
47	Chickens	5c. "	20c. "	
30	"	10c. "	17c. "	
10	"	50c. per pair	$1 per pair	Increase, 50–100%.
28	"	50c. "	$1 "	
3	"	10c. per lb.	15c. per lb.	
47	Geese	6c. "	10c. "	
30	"	10c. "	13c. "	Increase, 40%.
10	"	50c. each	$1.25 each	
3	"	7c. per lb.	10c. per lb.	
28	Ducks (farm)	8c. "	15–20c. "	Increase 116%.
28	" (black)	90c. per pair	$1.50 per pair	Increase, 66⅔%.
	Tinned meats—			
30	Corned beef	14c. per lb.	18c. per lb.	
10	" (Davie's)	12½c. "	15c. "	Increase, 24%.
3	"	15c. "	18c. "	
30	Tongue	20c. "	30c. "	
10	"	25c. "	30c. "	Increase, 35%.
3	"	30c. per tin	35c. per tin	
30	Boned turkey	30c. "	40c. "	
10	"	25c. "	30c. "	Increase, 30%.
53	"	25c. "	30c.	
	Tinned fish—			
10	Salmon (clover leaf flats)	17c. per tin	20c. per tin	
25	" "	17c. "	20c. "	
25	" (Lynx, talls)	13c. "	17c. "	Increase, 20%.
3	" "	12½c. "	15c. "	
3	" (clover leaf flats)	17c. "	20c. "	

BLE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, CAN., JUNE 1897 AND JUNE, 1907—*Con.*

Per-ce-	Commodity. (Exact quality stated.)	Prices. (for same quantity or measure.) June, 1897.	June, 1907.	Remarks.
	Tinned fish—Con.			
10	Lobster (Ice Castle)	25c. "	40c. "	Very scarce.
25	"	25c. "	40c. "	Increase 40%.
3	"	20–35c. "	25–40c. "	
10	Sardines (Albert halves)	25c. "	30c. "	
25	" "	25c. "	30c. "	Increase, 20%.
3	"	12½c. "	15c. "	
3	Herring	15c. "	15c. "	No change.
3	Mackerel	15c. "	15c. "	No change.
	Salt fish—			
3	Cod			No change.
3	Herring	10c. per lb.	10c. per lb.	No change.
28	"	15–20c. per doz.	25c. per doz.	Increase, 42%.
3	Haddock			No change.
	Fresh fish—			
28	Salmon trout	10c. per lb.	13–15c. per lb.	Advance, 30–50%.
28	White fish	9–10c. "	13–15c. "	Advance, 33⅓–50%.
28	Haddock	5–6c. "	8c. "	Advance, 45%.
28	Salmon	20–25c. "	25–40c. "	Advance, 44%.
28	Shad	20–25c. apiece	80–$1.50 apiece	Advance, 413%.
28	Halibut	12–13c. per lb.	15–18c. per lb.	Advance, 36%.
28	Mackerel	13–15c. "	15–18c. "	Advance, 36%.
28	Herring	20–25c. per doz.	40–50c. per doz.	Advance 100%.
28	River fish (strings)	10c. or 3 for 25c.	15c. per string	Advance, 50%.
28	Brook trout	10–15c. per lb.	30–50c. per lb.	Advance, 220%.
	Dairy produce—			
3	Milk	5–6c. per qt.	5–6c per qt.	Increase, 20%.
25	Butter (creamery)	23c. per lb.	28c. per lb.	
3	" "	20–25c. "	25–30c. "	
10	" "	21c. "	30c. "	
25	" (dairy)	23c. "	25c. "	Increase, 25%.
10	" "	19c. "	28c. "	
3	" "	17–22c. "	20–25c. "	
10	Eggs (fresh)	12½c. per doz.	20c. per doz.	
25	"	12c. "	22c. "	
3	"	20–20c. "	25–60c. "	Increase, 60%.
10	Eggs (packed)	*20c. "	*30c. "	Increase, 46%.
3	"	15–20c. "	18–25c. "	Increase, 46%.
25	Cheese (Canadian)	15c. "	18c. "	
3	" "	14c. "	17c. "	Increase, 28%.
10	" "	12½c. "	18c. "	
	Provisions—			
25	Flour (strong bakers)			Not much change.
10	" "			Not much change.
3	" "	$2.10 per cwt.	$2.30 per cwt.	Increase, 10%.
25	" (pastry)	3c. per lb.	3½c. per lb.	Increase 25%.
3	" "	$2.25 per cwt.	$3.00 per cwt.	
25	Rolled Oats	3c. per lb.	3½c. per lb.	Increase, 15%.
3	"	3c. "	4c. "	Increase, 33⅓%.
10	"	$1.90 per sack.	$2.15 per sack.	Increase, 20 %.
3	Germ meal	4c. per lb.	5c. per lb.	Increase, 25%.
3	Corn meal	3c. "	4c. "	Increase, 33⅓%.
25	Rice (B. brand)	10c. "	12½c. "	Increase, 20%.
25	Tapioca	5c. "	10c. "	
10	"	5c. "	10c. "	
3	"	7c. "	12c. "	Increase, 50%.
10	Sago	5c. "	10c. "	
3	"	7c. per lb.	10c. per lb.	Increase 50%.
25	"	5c. "	10c. "	
10	Barley (pearl)			About same price.
3	"	5c. per lb.	6c. per lb.	Increase, 20 %.
3	Starch	6c. "	7c. "	Increase, 16⅔ %.
25	"			Little change, but wholesale price will eventually follow.
3	Corn starch	7–10c. per lb.	7–10c. per lb.	
3	Soda	5c. "	10c. "	Increase, 100%.
3	Cream of tartar	25c. "	40c. "	Increase 60%.
3	Baking powder (Standard)	20–50c. "	20–50c. "	
3	Beans (dry)	3c. "	4c. "	Increase, 33⅓%.
3	Peas (dry)	3c. "	4c. "	Increase, 33⅓%.
3	Macaroni	12½c. "	15c. "	Increase, 20%.
3	Salt	8c. per bag.	10c. per bag.	Increase 25%.
49	Bread			Pan bread has increased 40% in price.

*Winter prices

TABLE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, CAN JUNE 1897 AND JUNE, 1907—*Con.*

Reference No.	Commodity. (Exact quality stated.)	Prices. (for same quantity or measure.) June, 1897.	June, 1907.	Remarks.
	Provisions—Con.			
25	Biscuits	.....	.....	All kinds have advanced 1
57	Buns, cakes, &c.	.....	.....	Have advanced 25%.
51	Confectionery	.....	.....	Has advanced 30% owing increased cost of eggs, bu cream, wages, packages. Further advance expecte
	Tinned vegetables—			
3	Tomatoes	$1.00 per doz tins..	$1.20 per doz tins..	Increase ,20%.
10	" (Little Chief)...	10c. per tin No. 3...	13c. per tin No. 3...	Increase, 30%; price rising.
25	" (Simcoe).....	4 No. 3 tins for 25c.	2 No. 3 tins for 25c.	Increase, 100%.
10	Corn (Little Chief).....	10c. per tin No. 2...	10c. per tin No. 2...	Price rising.
25	" (Simcoe).....	4 No. 2 tins for 25c..	10c. per No. 2 tin ..	Increase, 60%.
3	"	$1.00 per doz tins..	$1.00 per doz tins..	
10	Peas (Little Chief).....	10c. per tin No. 2...	10c. per tin No. 2...	Price rising.
3	"	$1.00 per doz tins..	$1.00 per doz.....	
25	" (Simcoe).....	4 No. 2 tins for 25c.	10c. per No. 2 tin...	Increase, 60%.
10	Beans (Little Chief).....	10c. per tin No. 2...	10c. per tin No. 2...	Price rising.
3	"	$1.00 per doz tins..	$1.00 per doz tins..	
	Green groceries—			
3	.....	.....	.....	Prices of green groceries there has been an averag vance of 20% in past ten
10	Potatoes.....	50–75c. per bag....	$1–$1.25 per bag...	
25	"	.....	$1.25 per bag.....	
32	Cabbage.....	20–25c. per doz....	.....	
32	Tomatoes.....	9–10c. " gal.....	.....	
32	Turnips.....	20–25c. " bag.....	.....	
32	Corn.....	7c. per doz.....	.....	
32	Cauliflower.....	10–15c. each.....	.....	
32	Beets.....	2–3 c. per bunch..	.....	
32	Carrots.....	2c. "	.....	
32	Parsnips.....	2c. "	.....	
32	Onions.....	50–75c. per bag....	.....	
	Pickles and sauces:			
10	Little's pickles.....	$2.25 per 5 gal. keg.	$2.50 per 5 gal. keg.	11% advance.
25	Cross & Blackwells.....	.....	.....	No change.
3	Standard lines.....	15–35c. per bottle .	15–35c. per bottle..	No change.
10–25	*Jams and Jellies:*	.....	.....	No change.
3	Standard lines.....	25c.–$1.00 per bot..	25c.–$1.00 per bot..	No change.
	Tinned fruits:			
3	Strawberries and Raspberries.....	12½c. per tin.....	15c. per tin....	Prices advanced 20% du 1906.
25	Apples Simcoe).....	15c. "	30c. "	Prices advancing.
3	Pears.....	25c. per 3-lb tin.	30c. per 3-lb tin.	20% advance.
3	Blueberries.....	3 tins for 25c.....	10c. per tin.....	Little change.
10–25	*Spices:*			
3	Mustard.....	25–50c. per lb...—	25–50c. per lb.....	
3	Pepper (black).....	40c. "	50c. "	
3	Pepper (white and red)....	40c. "	50c. "	
3	Ginger.....	40c. per oz.....	50c. per oz.....	
3	Mace.....	10c. per lb.....	10c. per lb.....	
3	Allspice.....	40c. "	40c. "	
3	Curry.....	15–40c. per bottle..	15–40c. per bottle..	
3	Nutmegs.....	10c. per oz.....	10c. per oz.....	
3	Cloves.....	40c. per lb.....	50c. per lb.....	
3	Cinnamon.....	40c. "	50c. "	
3	Molasses (best New Orleans).	40c. per gal....	50c. per gall....	Increase. 25%.
10	Maple syrup.....	$1.00 per gall.....	$1.20 per gall.....	Increase, 20 ".
3	"	$1.00 "	1.20 "	
3	Table syrup.....	6c. per lb.....	8c. per lb.....	Increase, 30%.
10	Honey.....	.....	.....	Not much change.
25	"	.....	.....	Price advanced 5%.
3	" (in comb).....	12½c. per lb....	15c. per lb.....	
3	" (in cans).....	15c. "	15c. "	
10	Sugar (granulated).....	.....	.....	Advance in past 6 months.
3	" (granulated).....	4½c. per lb.....	5c. per lb.....	
10	" (yellow).....	.....	.....	Slight advance in past 6 mont
25	" "	.....	.....	Little change.
3	" "	4c. per lb.....	4½c. per lb....	Advance 12½%
10–25	Coffee (good average).....	.....	.....	Not much change.
3	" "	35c. per lb.....	40c. per lb.....	

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LE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, CAN., JUNE 1897 AND JUNE, 1907—*Con.*

Commodity. (Exact quality stated.)	Prices. (for same quantity or measure.) June, 1897.	June, 1907.	Remarks.
Tea			Lower grades have advanced.
" (black)	40c. per lb.	40c. per lb.	
" (green)	30c. "	35c. "	
Cocoa (Bakers)			Has advanced 4c. per lb..
" (Standard)	50c. per lb.	50c. per lb.	
Chocolate			Little change.
"	40c. per lb.	40c. per lb.	
Nuts—walnuts	15c. "	20c. "	All nuts have advanced 10–25%
Nuts	15c. "	18c. "	
Dried or dessicated fruits:			
Apples	8c. "	12½c. "	Increase, 25–100%.
"	6c. "	12c. "	
"	8c. "	10c. "	
California peaches	13c. "	18c. "	
Apricots	15c. "	25c. "	
Prunes			Prices advancing.
"	8–12½c. "	10–15c. "	Prices advancing.
Currants			
"	8c. "	10c. "	
Raisins	8c. "	12½ " c.	
"	8c. "	10c. "	No change.
Figs	5–20c. "	5–20c. "	No change.
"	5–20c. "	5–20c. "	No change.
Dates			
"	8c. "	8c. "	No change.
Fresh fruits:			
Apples	15–30c. per gall.	15–40c. per gall.	
"	$3–$3.50 per bbl.		Increase, 40%.
"	3.50 "	$5–$6 per bbl.	
Bananas	10–25c. per doz.	10–25c. per doz.	
Strawberries	10–25c. per box.	10–25c. per box.	Prices fluctuate according to crops.
Raspberries	10–25c. "	10–25c. "	
Pine apples	10–30c. each	10–30c. each	
Plums	50c. per basket.	50c. per basket.	
Peaches	40c.–$1 per basket.	40c.–$1 per bask.	
Oranges	25–50c. per doz.	25–50c. per doz.	No change.
"	15c. per doz.	20c. per doz.	
Lemons	15c. per doz.	20c. per doz.	
"	15–25c. per doz.	15–25c. per doz.	
Soaps:			
Standard Laundry			Not much change, but case lots have advanced.
" "			Not much change, but case lots have advanced.
" "			No change.
" Toilet			No change.
" "			No change.
" "	25c.–$1 p. d. cakes.	25c.–$1 per doz.	No change.
Dry goods:			
Shirtings	15c. per yard.	18c. per yard.	Increase, 20 %.
"	10–12½c. "	12½–14c. "	Increase, 20%.
"	11c. "	14c. "	Increase 27%.
"			Have advanced 25%.
Sheetings	22c per yard.	32c. per yard.	Increase, 45%.
"	25c. "	31c. "	Increase, 24%.
"	27c. "	35c. "	Increase, 29%.
"			Have advanced 25%.
Factory cottons	5c. per yard.	8c. per yard.	Increase, 60%.
"	8c. "	10c. "	Increase, 25c%.
"	7½ "	10c. "	Increase, 33⅓%.
"			Have increased 25%.
Prints (Crums)	12½ "	15½c. "	Increase, 25%.
"			Advanced in wholesale prices; slight advanced in retail.
"	10c. "	12½c. "	Increase, 25%.
"			Have advanced 25%.
Muslins	25c. per yard.	30c. per yard.	Increase, 20%.
"	15c. "	18c. "	Increase, 20%.
"	10c. "	12½c. "	Increase, 25%.
"			Increase, 25%.
Ginghams	12½c. "	15c. "	Increase, 20%.
"	10c. "	12½c. "	Increase, 25%.
"	15c. "	15c. "	Quality reduced.
"			Increase, 25%.

TABLE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, CAN. JUNE 1897 AND JUNE, 1907—*Con.*

Reference No.	Commodity. (Exact quality stated.)	Prices. (for same quantity or measure.) June, 1897.	June, 1907.	Remarks.
	Dry Goods—Con.			
10	Denims	15c. per yard	20c. per yard	Increase, 25%.
18	"	20c. "	25c. "	Increase, 25%.
33	"			Increase, 25%.
10	Ticking	18c. per yard	25c. per yard	Increase, 36%.
42	"	15c. "	18c. "	Increase, 20%.
18-33	"	20c. "	25c. "	Increase, 25%.
18	Bedding	15c. per yard	20c. per yard	Increase, 33⅓%.
33	"			Increase, 25%.
10	Flannelette	8c. per yard	10c. per yard	Both width and weight reduced
42	"	8c. per yard	10c. per yard	Increase, 20%.
33	"			Increase, 25%.
18	"	9c. per yard	12c. per yard	Increase, 33%.
18	Canton flannel	9c. "	14c. "	Increase, 55%.
33	"			Increase, 25%.
10	Flannel			
10	Flannel (fine)	30c. per yard	65c. per yard	30% advance.
18	" "	35c. "	40c. "	Increase, 14%.
10	" (Kersey)	20c. "	28c. "	Increase, 40%.
42	" "	18c. "	20c. "	Increase, 11%.
18	" "	28c. "	38c. "	Increase, 17%.
10	" (Grey)	25c. "	30c. "	Increase, 20%.
42	" "	25c. "	28c. "	Increase, 12%.
18	" "	28c. "	33c. "	Increase, 17%.
33	All flannels			Increase, 20%.
10	Cashmeres	25c. per yard	30c. per yard	Increase, 20%.
42	"	50c. "	60c. "	Increase, 20%.
18	"	50c. "	60c. "	Increase, 20%.
33	"			Increase, 20%.
10	Lustres, mohairs & alpacas	50c. per yard	60c. per yard	Quality reduced on goods at similar price.
33	" "			Increase, 20%.
42	" "	45c. per yard	50c. per yard	Increase, 11%.
18	" "	50c. "	60c. "	Increase, 20%.
10	" "	$1.10 per yard	$1.35 per yard	Increase, 22%.
42	" "	1.00 "	1.10 "	Increase, 10%.
18	" "	1.50 "	1.75 "	Increase, 16⅔%.
33	" "			Increase, 20%.
8	Silks	75c. per yard	90c. per yard	Increase, 20%.
10-42	"			Wholesale prices advanced; retail unchanged.
10	Linen (Brown Holland)	9c. per yard	12½c. "	Still rising.
33-18	" "	15c. "	18c. "	Increase, 20%.
42	" "	15c. "	17c. "	Increase, 13%.
10	Table linens	$1.50 each	$2.00 each	Increase, 33⅓%.
18	"	60c. per yard	75c. per yard	Increase, 25%.
42	"	40c. per yard	50c. per yard	Increase, 25%.
42	"			Increase, 20%.
10	Towellings	$2.00 per doz	$2.50 per doz	Increase, 25%.
33	"			Increase, 20%.
18	"	10c. per yard	12c. per yard	Increase, 20%.
42	"	8c. "	9c. "	Increase, 12½%.
18	Scotch (Tweed)	$1.00 per yard	$1.20 per yard	Increase, 20%.
4	" "			30% advance.
18	Tweed (English)	$1.00 per yard	$1.20 per yard	
34	" "			30% advance.
10	" (Canadian)	33c. per yard	40c. per yard	Quality inferior.
18	" "	60c. "	75c. "	
34	" "			30% advance.
10	Serges	25c.c. "	30c. per yard	Quality lighter.
18	"	$1.75 per yard	$2.00 per yard	Increase, 14%.
33	"			Increase, 20%.
10	Covert cloth (all wool)	$1.50 per yard	$2.50 per yard	Increase, 50%.
10	" (Union)	1.25 "	1.75 "	Inferior quality.
10	Worsted			25% higher.
18	"	$1.75 per yard	$2.00 per yard	14% higher.
33	"			20% higher.
34	Corduroy			10% advance.
18	"	65c. per yard	75c. per yard	20% advance.
33	"			20% advance
10	Thread (silk)			20% advance.
18	" "	.05 spool	.05 spool	
33	" "			20% advance.
10	" (linen)			15% advance.
18	" "	.10 per spool	.12 per spool	20% advance.
33	" "			20% advance.
10	" (Cotton)			10% advance.
18	" "	.05 spool	.06 spool	20% advance.
33	" "			15% advance.

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TABLE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, CAN., JUNE 1897 AND JUNE, 1907—*Con.*

Reference No.	Commodity. (Exact quality stated.)	Prices. (for same quantity or measure.) June, 1897.	June, 1907.	Remarks.
	Dry Goods—Con.			
10	Ribbons	.15	.20	33⅓% advance.
18	"	.10	.12½	25% advance.
42	"	.12	.15	25% advance.
33	Blankets			20% advance.
18	"	.40 per lb.	.60 per lb.	50% advance.
42	"	$2.00	$2.25 per pair	12½% advance.
33	"			20% advance.
10	Comforters			20% advance.
18	"	$2.00 each	$2.50 each	25% advance.
33	"			20% advance.
18	Elastic			20% advance.
18	"	.10 per yard	.12½ per yard	25% advance.
10	Embroideries			20% advance.
18	"	.10 per yard	.12 per yard	20% advance.
33	"			15% advance.
18	Buttons	10c. per gross.	12c. per gross.	20% advance.
42	"	9c. gross	10c. gross	11% advance.
33	"			15% advance.
18	Pins and needles			Needles 10% advance, pins 20%
33	"			15% advance.
10	Yarns	90c. per lb.	$1.20 per lb.	33⅓%
18	"	60c. per lb.	80c. per lb.	33⅓%
33	"			20% advance.
10	Umbrellas and parasols			25% advance.
34	" "			25% advance.
4	" "			5% advance; quality inferior.
24	" "			15% advance.
	Clothing:			
33	Men's ready-made suits			20% advance.
34	Men's ready made suits, tweed			30% to 40% advance.
34	Men's ready-made suits, (worsted)			35% advance.
34	Men's ready-made suits (serge)			35% advance.
10	Men's made to order suits (serge)	$20.00	$25.00	Advance of $1.25 on making alone this year.
18	Boys' ready-made suits			20% advance.
34	Boys' ready-made suits (tweed)			25 to 30% advance
34	Boys' ready-made suits			
34	Boys' ready-made suits (worsted)			25 to 30% advance
33	Men's overcoats			20% advance.
34	Men's ready-made overcoats (tweed)			35% advance.
34	Men's ready-made overcoats (frieze)			35% advance.
34	Men's ready-made overcoats (beaver cloth)			35% advance.
10	Men's underwear (wool)	$1.00	$1.35	35% advance.
48	" "			12½ to 20% advance.
39	" "			35 to 50% advance.
33	" "			20% advance.
10	Men's underwear (cotton)	.40	.50	25% advance.
18	" "			Quality reduced.
33	" "			20% advance.
34	" "			35 to 50% advance.
4	Bath robes, dressing gowns, &c.			10% advance; further advances in prospect.
10	Ladies dressing gowns, cotton	.50	.65	30% advance.
33	" "			20% advance.
10	Ladies' whitewear			20 to 25% advance.
18	"			Quality reduced.
4	Pyjamas and night gowns			15% advance; further advances in prospect.
10	Boys' underwear (cotton)			Have advanced 20 to 25%.
34	" "			Have advanced 35 to 50 %.
33	" "			Have advanced 35 to 50 %.
33	" "			Have advanced 20%.
16	" (wool)			Have advanced 20 to 25%.
33	" "			20% advance.
34	" "			35 to 50% advance.

LE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, JUNE 1897 AND JUNE, 1907—*Con.*

	Commodity. (Exact quality stated.)	Prices. (for same quantity or measure.) June, 1897.	June, 1907.	Remarks.
	Clothing—Con.			
10	Women's skirts			20 to 25% advance.
18	"			10% advance.
33	"			20% advance.
10	" (silk)			50% advance.
33	Women's blouses			20% advance.
10	Raincoats	$9.00	$10.00	Quality reduced.
42	"	$8.00	$9.00	12½% advance.
18	"			10% advance.
33	"			20% advance.
18	Mantles			10% advance.
33	"			20% advance.
42	"	$10.00	$11.00	10% advance.
10	Millinery			25 to 50% advance.
42	"			12½% advance.
10	Shawls	.75	$1.10	46% advance.
33	"			20% advance.
18	"			15% advance.
10	Handkerchiefs	.25	.35	40% advance.
18	"	.10	.12½	25% advance.
33	"			25% advance.
42	"			15% advance.
4	"			20% advance on both linens.
10	Hose, men's	.40	.50	25% advance.
4	"			15% advance.
18	"			Quality reduced.
34	"			35 to 50% advance.
10	Hose, women's	.40	.50	
18	"			Quality reduced.
39	Hose, childrens'			35 to 50% advance.
33	Gloves			20% advance.
10	" men's	$1.00	$1.35	35% advance.
34	"			30 to 40% advance.
10	" women's	$1.00	$1.25	25% advance.
18	" "			Quality reduced at sa
34	" children's			30 to 40% advance.
4	"			25% advance.
	Men's furnishings:			
33	Men's hats			15 to 20% advance.
10	" stiff felt	$2.00	$2.00	Unchanged.
18	" "			Quality reduced.
46	" "			20% advance.
34	" "			35% advance.
10	" soft felt	$2.00	$2.00	
34	"			25% advance.
10	" straw	$1.50	$2.00	
18	" "			10% advance.
34	" "			35% advance.
46	" "			Slight advance.
10	Cloth caps	.50	.50	
39	"			25% advance.
33	"			20% advance.
4	Fancy waistcoats			10% advance.
33	Men's shirts			15% advance.
10	" white	.75	$1.00	33⅓% advance.
39	" "			35% advance.
10	" coloured	.75	$1.00	Quality reduced
34	" "			35% advance.
18	" "			Quality reduce
4	" "	$1.00	$1.25	25% advance o
10	Collars and cuffs			Same price inf
18	"			Quality reduce
34	"			10% advance.
4	"			Price same; q
10	Suspenders	.51	.56	
34	"			30 to 40% ad
34	Neckwear			20% advance
10	"			Same price.
18	"			Quality redu
	Footwear:			
21	Footwear			10% advan
10	Boots and shoes	$3.00 per pair	$3.75 per pair	25% advan
50	"	$3.50 "	$4.25 "	21% advan
10	Rubbers	.50 "	.75 "	50% advan
50	"	.80 "	$1.00 "	25%.

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BLE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, CAN. JUNE 1897 AND JUNE, 1907—*Con.*

er- se).	Commodity. (Exact quality stated.)	Prices. (for same quantity or measure.) June, 1897.	June, 1907.	Remarks.
	Fur goods:			
34	Men's muskrat lined coats			35% advance.
33	" "			25% advance.
46	Men's coon coats	$50.00	$75.00	50% advance.
10	Fur caps, mink	$18.00	$30.00	66⅔ advance.
34	" "			75% advance.
46	"	$20.00	$30.00	50% advance.
10	" otter	$20.00	$30.00	75% advance.
34	" "			100% advance.
46	" "			50% advance.
10	" Persian Lamb	$10.00	$14.00	40% advance.
34	" "			50% advance.
34	" "			40 to 50% higher.
	Fur coats, ladies—			
10	Seal	$270.00	$350.00	
46	"			10 to 15% increase
10	Muskrat	$45.00	$65.00	45% increase.
12	"	$40.00	$45.00	12½% increase..
46	"			30% this season.
0	Persian Lamb	$125.00	$200.00	60% increase.
12	"	$100.00	$110.00	10% increase.
	Ladies muffs—			
12	Mink	$25 to $35	$50 to $75.	Increase 100%.
12	"	$25.00	$35.00	Increase 40%.
46	"			50% advance.
0	Persian Lamb	$10.00	$20.00	100%.
12	"	$8.00	$10.00	25% advance.
46	"			40 to 50%.
0	Seal	$25.00	$50.00	Increase 100%.
0	Ladies' Boas, Mink	$35.00	$65.00	Increase, 60%.
12	" (Feather)			Unchanged.
	House Furnishings:			
13	Curtains			Increase, 20%.
3	"	$5.00 per pair	$6.00 per pair	Increase, 20%.
0	"	8.50 "	10.50 "	Increase, 24%.
12	"	1.00 "	1.25 "	Increase, 25%.
8	"	6.00 "	7.50 "	Increase, 25%.
29	" (lace)			Increase, 20%.
29	" (heavy)	4.50 "	6.50 "	Increase, 44%.
13	Carpets	$1.25 per yard.	$1.50 per yard.	Increase, 20 %.
18	"	1.00 "	1.35 "	Increase, 35 " .
29	" (pile)	1.35 "	1.70 "	Increase, 25 %
29	" (brussels)	1.25 "	1.40 "	Increase, 12 %
10	" (pile)	1.60 "	2.00 "	Increase, 25 %
33	"			Increase, 20 %
18	Blinds	0.75 "	1.00 "	Increase, 20 %
13	"	0.75 "	0.90 "	Increase, 20 %
10	"			An advance advised for autumn of 1907.
18	Oilcloths	0.25 "	0.30 "	Increase, 20 %
29	"			Unchanged.
13	"	0.25 "	0.30 "	Increase, 25 %
10	"			An advance advised for autumn of 1907.
18	Linoleum	0.60 "	0.75 "	Increase, 25 %
13	"	0.90 "	1.05 "	Increase, 16 %
10	"			An advance advised for autumn of 1907.
33	"			Increase, 20 %
	Furniture:			
29	Drawing room sets	$39.00	$44.00	Increase, 12½ %
29	Dining room sets (oak)	74.00	85.00	Increase, 15 %
29	Bed room sets (oak)	40.50	46.00	Increase, 15 %
10	Bed room sets (cheap)	7.50	10.00	Increase, 33⅓ %
29	Tables... (extension)	18.00	25.00	Increase, 36 %
10	"			Have advanced 20 %
29	Chairs (cheap)	0.25	0.45	Have advanced 80 %
10	"			Have advanced 20 %
29	Beds (iron)			Unchanged.
10	" (iron)	3.75	5.00	Increase, 33⅓ %
29	Matresses			Unchanged.
10	"			Unchanged.
29	Springs			Unchanged.
10	"			Unchanged.
36	Musical instruments (pianos, organs, etc.)			Wholesale prices have advanced. No increase to public.
37	Musical instruments pianos, organs, etc.)			Retail prices have advanced 5–10%, but instruments have somewhat improved in quality.

TABLE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, CAN., JUNE 1897 AND JUNE, 1907—*Con.*

Reference No.	Commodity. (Exact quality stated.)	Prices. (for same quantity or measure.) June, 1897.	Prices. (for same quantity or measure.) June, 1907.	Remarks.
	Kitchen Utensils:			
31	Stoves			Have advanced 25%
29	" ("The Daisy")	$15.00	$17.00	Have advanced 13%
10	" ("McClary's")	11.85	17.85	Have advanced 47%
10	Refrigerators			Have advanced 10%
12	"			Have advanced 33⅓%
12	Tinware			Have advanced 33⅓%
10	Woodenware			20–25 % advance.
12	Tubs			Have advanced 25%
15	"			Have advanced 20%
12	Pails			Have advanced 25%
10	Wringers	$3.75	$4.75	Increase, 20%
10	Mops	0.10	0.15	Increase, 50%
10	Brushes	0.10	0.15	Increase, 50%
10	Nickel-plated ware			Increase, 25–35%
10	Brooms	0.25	0.30	Increase, 20%
15	"	0.25	0.30	Increase, 20%
	Crockery and Glassware:			
10	Crockery			Has advanced 25%
42	"			About the same.
10	China			Has advanced 25%
42	"			About the same.
10	Glassware			Has advanced 25%
42	"			Has advanced 10%
	Hardware:			
12	Axes	0.50	0.75	Increase, 50 %
12	Saws	$0.50	$1.00	Increase, 100%
12	Hammers	0.30	0.45	Increase, 50 %
12	Planes	0.75	0.90	Increase, 20 %
31	Shears and scissors			Have advanced 20
31	Can-openers			Have advanced 20%
31	Knives			Have advanced 25%
12	"			Have advanced 50%
31	Forks and spoons			Have advanced 30%
31	Razors			Have advanced 25%
12	Hinges			Have increased 50%
31	Bolts and nuts			Have advanced 15%
31	Nails			Have advanced 20%
52	" (3-inch)	$2.15 per keg.	$2.80 per keg.	Have advanced 20%
12	"	1.90 "	2.50 "	Have advanced 26%
12	" (cut)	2.10 "	2.60 "	Have advanced 24%
31	Locks			Have advanced 25%
12	"			Have advanced 50%
31	Door bells			Have advanced 15%
31	Screws			Have advanced 10%
31	Wire			Have advanced 10%
52	Wire (barbed)	2.25 per 100lbs.	3.00 per 100lbs.	Have advanced 33⅓%
31	Tin			Has advanced 30%
31	Galvanized iron			Has advanced 25%
31	Garden tools			Have advanced 20%
52	Bar iron	1.75 per 100lbs.	2.50 per 100lbs.	Increase, 28%
52	Binder twine	7.25 "	13.50 "	Increase, 83%
52	Rope	0.10 per lb.	0.15 per lb	Increase, 50%
52	Tarred felt	0.45 per roll.	0.60 per roll.	Increase, 33⅓%
52	Belting			Has advanced about 30%
52	Woodwork for wagons and carriages			Has advanced about 40%
12	Screen doors			Have decreased 10% on ready made goods.
10	"			Have advanced 10% on better class.
	Paints:			
23	Varnishes			Increase, 10–20%
23	Turpentine	$0.60 per gal.	$1.00 per gal.	Increase, 66⅔%
39	"	0.65 "	1.00 "	
52	Mixed paints	1.40 "	1.60 "	Increase, 18%
23	Window glass			Increase, 25%
52	White lead	6.00 per 100lbs.	8.00 per 100lbs.	Increase, 33⅓%
23	"	4.75 "	8.00 "	Increase, 70%
52	Paris green	0.20 per lb.	0.35 per lb.	Increase, 75%
23	Oils	0.42 "	0.70 "	Increase, 66⅔%
39	Linseed oil	0.65 "	0.70 "	
23	Wall paper			Little change.

SSIONAL PAPER No. 29a

BLE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, CAN., JUNE 1897 AND JUNE, 1907—*Con.*

er- ce).	Commodity. (Exact quality stated.)	Prices. (for same quantity or measure.) June, 1897.	June, 1907.	Remarks.
	Druggists' Supplies:			
19	Drugs			There has been a steady increase in crude drugs; retail prices have slightly advanced.
19	Hair brushes			Have advanced 25%
19	Combs			Have advanced 25%
19	Sponges			Have advanced 50%
19	Chamois			Have advanced 35%
19	Rubber goods			Have advanced 20–35%
	Leather Goods, etc.:			
	Trunks—			
7	Cheap	$ 2.25	$ 2.50	Increase, 11%
7	Medium	7.00	7.00	No advance.
7	Best	28.00	40.00	Increase, 43%
24	Trunks			Increase, 35%
7	Bags—			
7	Gladstone	14.50	18.00	Increase, 25%
7	Suit cases	7.50	7.50	No change.
7	Hand-bags	8.50	10.00	Increase, 30%
34	Bags			Increase, 35%
10	Portmanteaus	28.00	35.00	Increase, 25%
10	Belts			Increase, 25%
7	"	0.60	0.75	Increase, 25%
34	"			Advance, 15%
42	"			Advance, 25%
18	Purses	1.00	1.20	Advance, 20%
10	"			Higher, 25%
42	"			Higher, 25%
	Books and Stationery:			
22	Books			Little change.
22	Magazines and periodicals			Little change.
22	Paper (writing)			Little change.
22	" (printing)			Advance, 20%
22	Inks			Unchanged.
22	Pens			Unchanged; Esterbrooks advanced 10%
22	Fountain pens			Prices unchanged; quality improved.
22	Pencils			Somewhat cheaper.
22	Bookkeepers' supplies			Unchanged.
22	Christmas cards, etc			Same price; quality improved.
22	Printing, engraving and binding			Has advanced 20%
	Jewellery:			
45	Diamonds			Have advanced 40%
45	Watches			Somewhat cheaper than 10 years ago, but are advancing again.
45	Clocks			Have advanced 10–25%
45	Silverware			Has advanced 20–25%
10	"			Has advanced 25–35%
45	Opera glasses and optical goods			Have advanced 10%
45	Miscellaneous jewellery			Has advanced 10–15%
	Tobacco, Cigars, etc.:			
	British consol (plug)			Wholesale prices have advanced, but retail prices are unchanged.
	T. and B. (plug)			
	Briar			
24	Package tobaccos	$0.10 per pkge.	$0.10 per pkge.	Size of packages reduced from 1-10lb. to 1-11 or 1-12 lb.
24	Cigars	0.10 each	2 for 25c.	Duty has been increased 50c. per lb. Imported cigars have increased 25%
24	Pipes—			
	Cheap lines			Have advanced 15%
	G. B. D. make			Have advanced 25%
	B. B. B. make			Have advanced 15%
24	Pouches (rubber)			Have advanced 20%
24	Sundries (holders, cleaners, match cases, etc.)			Have advanced 15%

TABLE SHOWING COMPARATIVE RETAIL PRICES OF STAPLE COMMODITIES, OTTAWA, C
JUNE 1897AND JUNE 1907.

Reference No.	Commodity. (Exact quality stated.)	Prices. (for same quantity or measure.) June, 1897.	June, 1907.	Remarks.
	Sporting Goods:			
26	Tennis—			
26	Rackets			No advance.
26	Balls	$3.75 per doz.	$4.25 per doz.	Increase, 13%
	Nets	3.00 "	3.50 "	Increase, 16%
25	Shoes	1.40	1.75	Increase, 25%
26	Cricket outfits			Have advanced 10–20%
26	Lacrosse sticks	2.00	3.00	Increase, 50%
26	Hockey sticks, pucks, nets, etc.			Have advanced 10–20%
26	Baseball sundries			Have advanced 10–20%
26	Bicycles	100.00	60.00	Have decreased 40%
26	Guns, rifles, etc			Are somewhat cheaper.
26	Ammunition			Has advanced 15–25%
26	Boats and canoes	30.00	44.00	Have advanced from 25%
26	Oars and paddles			Have advanced 10%
26	Boxing gloves			Have advanced 10%
26	Roller and other skates			Have advanced 10–20%
26	Croquet sets			Have advanced 10–20%
26	Indian clubs and dumb bells			Have advanced 10%
26	Punching bags, mitts, gloves, shoes, etc			Have advanced 10–20%
26	Exercisers			Have advanced 20%
26	Fishing rods, reels, flies, etc			Somewhat cheaper owing t proved methods of man ture.
26	Uniforms			Have advanced 15%
	Fuel and Lighting:			
	Coal—			
21	Anthracite	$6.50 per 2,000lbs.	$7.25 per 2,000lbs.	Increase, 11%
21	Bituminous (grate)	7.50 " "	9.00 " "	Increase, 20%
	Gas—			
37	Lighting	1.50 " 1,000c.ft.	1.10 " 1,000c.ft.	Decrease, 26%
37	Cooking	1.25 " "	1.10 " "	Decrease, 12%
	Electricity—			
38	Lighting	20c. per 1,000 Watt hrs.	12c. per 1,000 Watt hrs.	Decrease, 52%
		Discount 25%	Discount 40%	Decrease, 52%
	Coal oil—			
	American	$0.25per gal.	$0.25 per gal.	Unchanged.
	Canadian	0.16 "	0.20 "	Increase, 25%
	Wood—			
21	Hard	4.50 per cord.	$5.75–6.00 per cord.	Increase, 33⅓%
21	Soft	3.00 "	4.00 "	
21	Mill wood (4 ft.)	2.00 "	3.00 "	
	"	0.60 per load	1.00 per load	
	" (22-in.)	0.70 "	1.25 "	

APPENDIX B.

LIST OF PERSONS, FIRMS, ETC., SUPPLYING INFORMATION.*

Name.	Subject of information supplied.
Assessment Department, Ottawa.	Taxation, valuations, etc.
Bambrick, J.	Groceries.
Bate, H. N. & Co.	Groceries.
Beament & Johnston.	Men's Furnishings.
Bishop, John.	Money and interest.
Bishop, Wm.	Real estate and insurance.
Borbridge, S. H.	Trunks, leather goods.
Bodega Hotel.	Board.
Booth, J. R.	Wages.
Bryson, Graham & Co.	Dry goods, groceries, clothing, furniture, etc.
Citizen, The.	Market prices, 1897 and 1907.
Collegiate Institute, Ottawa.	Education.
Charleson, W. G.	Hardware.
Cleghorn & Beatty.	Carpets, curtains, etc.
Davidson & Cleary.	Dentists.
Draper, P. M.	Wages.
Dufour, J.	Wages.
Esmonde, J. P. & F. W.	Kitchen utensils, stoves, refrigerators.
Fire Department, Ottawa.	Wages.
Fleck, Alex.	Wages.
Foster, Dr. A. L.	Professional services.
Garland, John M.	Wholesale drygoods.
Gibson, Thomas, Dr.	Professional services.
Graham & Elliott.	Drugs.
Haycock, R. H.	Insurance, interest, etc.
Heney, John & Son.	Coal and wood.
Hope, Jas. & Son.	Books and stationery.
Howe, W. S.	Paints, wallpapers, etc.
Irvine, W. J.	Tobacco.
Kavanagh Bros.	Groceries and provisions.
Ketchum & Co.	Sporting goods.
Lindsay & Co.	Musical instruments.
Lapointe, M.	Fish.
Lewis, M.	Rentals.
Luke, S. A.	Furniture.
Matthews, The Geo. Co. Ltd.	Meats and provisions.
McKinley & Northwood.	Hardware.
McElhinney, Mark.	Dentistry.
McMorran, R. N.	Dry goods.
Macs, The Two, Ltd.	Clothing, hats, etc.
May, Geo.	Leather goods.
North American Life Insurance Co.	Life insurance.
Orme & Son.	Musical instruments.
Ottawa Gas Co.	Fuel and lighting.
Ottawa Electric Co.	Light and electrical energy.
Ottawa Electric Ry. Co.	Wages.
Queen City Oil Co.	Oils.
Police Department, Ottawa.	Wages, cab hire, etc.
Porter, N. D.	Real estate.
Poulin, L. N.	Dry goods.
Power, P. J.	Wages.
Presbyterian Ladies' College.	Education.
Pyke, M. M.	Laundry.
Public School Board.	Education.
Rogers, S. Maynard.	Undertaking.
Rosenthal, A. & Co.	Jewellers.
Sacred Heart Convent.	Education.
Separate School Board.	Education.
Sims, H. J. & Co.	Furs, hats, etc.
Slattery, B.	Meats.
Slinn, B.	Bread and confectionery.
Stevens & Sons.	Footwear.
Walker & Co.	Bakers and confectioners.
Workman & Co.	Hardware.

* The Association wishes to express its thanks to the persons and firms who, at considerable inconvenience to themselves, made the necessary search for the information used in the above memorandum.

OTTAWA, October 25, 1907.

The Royal Commission on the Civil Service met this afternoon at 2 p.m.

Present:—Mr. J. M. COURTNEY, C.M.G., Chairman,
Mr. THOMAS FYSHE, Montreal, and
Mr. P. J. BAZIN, Quebec.

A deputation from the Civil Service Association attended and presented a supplementary memorial, which was read and filed.

Mr. KINGSTON recalled.

By the Chairman:

Q. Have you anything to add to the statements embodied in the memorial?—A. I merely desire to say this: When we met you in the early part of the summer we stated that we represented a membership in the Civil Service of about 1,780. Our membership is now something over 1,900. The Association is evidently a point of interest to the service. I do not know what the total number of persons in the service is, but it cannot be very largely in excess of 2,000, so I think we may say that we now practically embrace the whole service.

By Mr. Fyshe:

Q. There must be a much larger number than that in the united services?—A. This is simply the number in Ottawa.

Mr. PAYNE.—The number that will be eligible to join our Association. There are quite a number that are not.

By the Chairman:

Q. Where did you get the Montreal statistics?

Mr. COATES.—It was an estimate that was made by the Montreal 'Star.' Presumably that journal went carefully into the matter.

The CHAIRMAN.—I think this is a very valuable memorial, and concisely and well put together. We will take it into consideration with your other paper when we come to deal with the matter.

The witnesses retired.

OTTAWA, October 25, 1907.

SUPPLEMENTARY MEMORANDUM *RE* COST OF LIVING.

Since the date on which the matter pertaining to cost of living, as contained in the memorial presented to the Commission during June last, was prepared, a period of over four months has elapsed. It is not the wish of the Association to discuss anew any phase of the question as therein set forth; nevertheless, as several develop-

ments have occurred during the interval having a bearing on the statements previously advanced, it has been thought that one or two observations of a supplementary character might be permitted by the courtesy of the Commissioners.

During the period in question not only has no downward tendency of local application in retail prices occurred, but there has been, as predicted in the closing paragraphs of the memorial, an actual intensification of the situation in several important particulars. This intensification, in fact, has gone far beyond what it would have been possible in June to anticipate. The Association has not thought it necessary in this connection to attempt to gauge the exact extent of the increases that, apart from those of a seasonable nature, have taken effect since the opening of the summer; but at least three of the commodities affected are of an importance that calls for special mention. These are coal, breadstuffs and dairy produce. In the city of Montreal, where similar advances have obtained, it is estimated that an additional expenditure of not less than $350,000 will be entailed for fuel, milk and bread alone during the coming winter season as compared with that of 1906-7. Flour that was sold at $4.35 per barrel in May is now $5.75. Coal has advanced 60 cents per ton. Milk and its products are at a higher price throughout the Dominion than at any previous time in its history. In addition, such necessaries as lard, soap, cocoa, rolled oats and tinned vegetables have recorded sharp advances during the past two months. Fruit was unprecedentedly high throughout the summer season. The wages movement has been more markedly upward during the present summer than ever before recorded, not even excepting the extraordinary season of 1903. In the railway service alone 25,000 men have had their wages raised; in the textile trades, 10,000; in the building trades, 8,000; and in the mining industries, 7,500; all since June 1. In general it may be said, with regard to retail prices, that while advances in many important lines have gone into effect, there have been reductions in none. Moreover, the whole prevailing tendency is still in the direction of even higher prices, especially in the case of foodstuffs and clothing. The index numbers of R. G. Dun & Company and of the United States Department of Labour, published subsequently to those which were quoted in the memorial, have shown still more rapid advances in the general level. By way of referring again, in terms not previously employed, to this aspect of the case, it may be said that according to the index number of the London 'Economist,' prices during the first half of the present year rose 13⅛ per cent; since the middle of 1906 they have risen 24¾ per cent; since the middle of 1905, 36½ per cent; and during the past ten years not less than 56 per cent.

These and kindred phenomena—among them being a marked disinclination on the part of prices to react to circumstances which usually result in a decline—have led to a prevailing belief that some underlying and widely effective agency or agencies are at work to produce so rapid and continuous an augmentation and so firm a maintenance of values. While the Association is not primarily concerned with the causes of the recent price movement, it begs leave to present in this connection the two following statements for the consideration of the Commissioners, as dealing with the fundamental elements involved in the question, and especially as throwing light on the probable duration of existing conditions.

(1) The prevailing prosperity of the country by increasing trade profits and creating a greater demand for necessaries and luxuries, is undoubtedly the cause most commonly cited for the recent rise. It is a cause, moreover, which for some time past has played the part also of effect, the advanced prices following upon the original enhancement of profits having in turn enabled still greater profits to be reaped by manufacturers, tradesmen and labourers. Under ordinary circumstances a rise in prices based on a period of prosperity alone is ultimately checked by the enforced diminution of the purchase of those who have not received a proportionate share of the prevailing increase in income. No evidence of the working of this process in the present circumstances having appeared, probably owing to the fact that those who have

not shared in the increase are comparatively few and that the population of consumers has recently increased very rapidly, the question arises, when may we expect to reach the point in Canada at which the 'good times' will cease to enhance general prices? In reply, it may again be pointed out that up to the present not one sign of any general reaction has appeared. Though the agricultural yield is less than that of 1906, it is predicted that the farmers' income, as the result of a rise of 45 per cent in the price of wheat and of other high export prices, will be little if at all impaired, and the falling off in the crops, instead of causing prices in general to decline has had the effect instead of increasing the price of bread stuffs to the home consumer, and of contributing therefore to the general rise rather than of taking from it. Similarly, to cite another example, the only apparent effect of the failure of the salmon-run in British Columbia has been to increase the price of that staple article. The truth is that the prosperity of the past five years in Canada has been of an altogether exceptional character. We have shared in the pronounced activity of industry which has prevailed in other countries of the world. Mining, lumbering, manufacturing and building, partly on this account, have never been so active in our history as in the past year. But the recent activity of industry in Canada has been more than a part of this general prosperity; it has risen within itself and has acted as a powerful contributing agency rather than as a mere accompaniment to the wider movement. The fact that we possess and have begun to realize our possession of the 'last great west' in the world is of an importance in this connection that it would be difficult to exaggerate. The development of that vast domain will be a matter of many years to come, and the effect will be felt in every hamlet of Canada. To mention only a single phase: the railway construction alone, over 1,500 miles will be completed and over 3,000 additional miles begun during the present year looking to the opening up of Western Canada. Over 50,000 men are employed on that work at the present moment, not including the army that is engaged in the manufacture of equipment; and the places of these will be filled by the thousands who will be required to operate the lines when they are built and when they have begun to receive their share of the traffic of which more than enough for all is assured. Only the lack of men and material has prevented for the present a still greater showing, and the lines projected are more extensive than those in hand. If the Canadian Pacific Railway Company at present employs, according to Sir Thomas Shaughnessy, approximately 100,000 men, representing one-fourteenth of the population of Canada, how exceedingly important is the building of a second transcontinental line, altogether apart from the indirect and vastly greater results which it will induce. But from the view point of the present alone, while works like these are in progress, as the counterpart of the bringing of millions of acres yearly of new lands under cultivation and an immigration unprecedented in our history (nearly 1,000,000 in the past five years), no falling off in the general activity can be descried even in the remote horizon. This view is confirmed by the increasingly buoyant condition of railway earnings, manufacturers' profits, bank clearings and the trade and revenue of the country, which were never by a wide margin as heavy as at present, or advancing at so rapid a rate. It is, in a word, no ordinary wave of prosperity, familiar to the student of economic conditions and liable to be checked at any moment from the usual developments within itself or from outside, that we are experiencing, but a period of nation building on which we cannot be said to have more than entered, and for the completion of which a generation of our history will be required.

(2) The long duration and widespread distribution of the present rise in prices would seem to argue for the presence of some more far-reaching influence even than that of the prevailing prosperity. It is usual and proper to seek an explanation of any continued rise in prices in an increase in the world's production of gold. More gold will naturally be required to purchase goods if the value of that metal, through an increase in the supply, has shown a decline. For example, in the decade which fol-

d the discovery of gold in California and Australia in 1848, during which the aver- annual output rose from $38,000,000 to $138,000,000, the course of prices showed a of over 67 per cent, included in which was a rise of 25 per cent ascribed to wars other causes. Now, there has been during the past ten years an increase in the supply, which, if not relatively as great, has been absolutely double as great as which followed the year 1848. The following figures from the estimates of the ted States mint will make this plain:—

Year.	Gold production.
1895	$ 199,304,000
1896	202,251,000
1897	236,073,700
1898	286,879,700
1899	306,724,100
1900	254,556,300
1901	262,492,900
1902	296,737,600
1903	327,702,700
1904	347,087,300
1905	377,135,000
1906	400,000,000

It will be seen that the output, which was approximately $200,000,000 in 1895, exactly double that amount in 1906. In other words, over $1,100,000 of new gold ɜing forced each day at present into the currency of the world. There has been, ɔurse, an enormous expansion of industry during the decade, which has necessitated employment of an immense amount of new capital and has doubtless absorbed rge part of the increased gold production. Two great wars have also been waged. ıould be borne in mind, however, that a large proportion of the new business has ı conducted by means of the increased credits which result from any expansion ıe gold supply, the new gold flowing at once, in large measure, into the banks of country, where, either in the form of coin or of notes issued against coin, it titutes an addition to cash reserves and thus permits of an immediate expansion ɔans. That this has recently occurred is shown conclusively by the bank returns ıe past decade. Two billions and a half of dollars is the amount of the increase he loans of the national banks of the United States in 1907 as compared with '. But the point to be noted here is that, whatever the condition of industry and e during the next few years, or whatever other influences are brought to bear ıices, it may be regarded as certain that no present diminution in the gold supply ɔ be looked for. Gold mining is no longer the haphazard occupation of indivi- . miners dependent on the chance discoveries of new fields, but is carried on with ly machinery by heavily capitalized companies which have applied their improved esses to a class of low-grade material previously valueless, (and of which the sup- is practically limitless), and have reduced the cost of production by at least one- . The stringency which at present prevails in every money market of the world, result of the unparalleled extent of the enterprises in progress, will act as a still her incentive to gold production, even if in the meantime it has caused a with- val of capital from certain fields, especially that of stock exchange speculation investment.

In conclusion, the Association would refer to the familiar fact that retail prices ıw but slowly in the wake of those of wholesale commodities and raw material, that having reached the present high level they will react only to tendencies that felt to be of more than local or temporary influence. Recessions in foreign ıtries and in individual wholesale branches of trade in our own, even if they ıld occur in the near future, cannot, in view of the situation in Canada as a whole, elt by the ordinary consumer for some time to come, the length depending on the ɜnce of the change and the nature of the commodity. That the situation under ɜh the members of the Association are labouring has, moreover, been some time ɡathering and is, therefore, cumulative in its effects is still another point which

it is desired to emphasize. By one avenue, and one only, is relief to be looked for i the present situation by a class which, though made up of the employees of the cou try itself, stands almost alone in its non-participation in the country's prosperity an advance in the general scale of income permitting of the maintenance of th previous standard of comfort and efficiency, and approximating in a degree to th increases which the rest of the community has enjoyed during this happy period of ou national history.

WINNIPEG, MAN., August 15, 1907.

J. M. COURTNEY, C.M.G., ETC.,
Chairman Civil Service Commission,
Ottawa, Ont.

SIR,—We, the undersigned, have been appointed a committee by the Civil Servants of all the Departments of the Dominion Government resident in Winnipeg to ascertain (1) if the Commission is going to come west of the Great Lakes to inquire into the actual conditions of the service here; and (2) if not, under what conditions we may be heard by said Commission.

We would like to respectfully state that the cost of living in Manitoba, Saskatchewan, Alberta and British Columbia is at least 33⅓% greater than it is in any of the Provinces east of us. While this condition has existed for years, our salaries have been based on a schedule that has not recognized this difference in the cost of living. In other words, the Civil Servants of Eastern Canada have been placed on an equality with us in point of salary while our expenses have been a third greater than theirs.

Again, the cost of living in the west has, in the past ten years, viz., from 1897 to 1907 increased fully 50 per cent. These are cold facts that we are very anxious to bring under the notice of the Commissioners.

It has been rumoured here that your honourable body is only commissioned to inquire into and report upon the inside service at Ottawa and possibly visit certain large centres within easy distance from the Federal Capital.

If the Commission has for its object the amelioration of the Civil Service of Canada, we respectfully submit that its inquiry must extend to all branches of the service. The conditions with regard to the increased cost of living must be the same whether paid by a member of the inside or outside service.

The Civil Servants of the west, for reasons above stated, feel that they are suffering from a two-fold grievance, viz.: (1) the extra cost of living in the west and (2) the general increased cost of living all over the country. While the Civil Servants of the east have a just claim for a readjustment of their salaries on the basis of the general increased cost of living, we have an equally just claim to be compensated, not only for the general increased cost of living, but also for the extra cost of living in the west.

We are, therefore, very naturally, most anxious to have the Commission visit the west and allow us to present our grievances and establish them to its entire satisfaction. If however, this privilege cannot be vouchsafed to us, we are very anxious that an accredited representative or representatives be allowed to present our case before you backed up by necessary proofs, so that you may be in a position to judge impartially in the premises.

We would, therefore, respectfully request you to inform us (1) if we may expect you to visit Winnipeg and other important centres in the west and (2) if not, will you allow us to present our grievances to you, and in what way?

And your petitions, as in duty bound, shall ever pray.

JNO. K. BARRETT,
H. M. SUTHERLAND,
W. J. GOW,
C. E. KAVANAGH,
Members of Committee.

SESSIONAL PAPER No. 29a

MEMORIAL OF THE CIVIL SERVICE ASSOCIATION OF WESTERN CANADA.

To the Honourable The Commissioner appointed to inquire into the condition of the Service throughout Canada and report thereon.

GENTLEMEN,—The members of the Dominion Civil Service Association of Western Canada express their satisfaction at your appointment to inquire into and advise the Government of Canada upon the status of the service &c. They have every confidence in your sincere desire to arrive at the ground facts. They appreciate the difficulties of your task in collecting the vast amount of information which will enable you to arrive at an intelligent report.

We therefore respectfully wish to place before you our views as to the needs of the service in the west, and incidentally the grienvances from which we are suffering. The members of this Association have perused the memorial of the Civil Service Association presented to your august body at Ottawa and heartily concur therein, especially relating to the reason why an increase to salaries should be made, and request that this memorial be considered by your honourable body in connection with and as a part of the same.

SUPERANNUATION AND RETIREMENT.

It is the unanimous opinion of the members of this Association that this Act should be amended to allow the Civil Servant the option of selecting which system he would like to come under. We are of the opinion also that the gratuity of two months' pay which is now given to the widow or heirs of all deceased officers is entirely inadequate, and we most respectfully recommend that in case of an officer on the superannuation list dying while in service fifty per cent of the superannuation allowance he would have been entitled to receive be paid to his widow during her widowhool, and that in the case of an officer who has been superannuated and dies leaving a widow she should receive fifty per cent of his superannuation during her widowhood. This system has been adopted by many banking and commercial institutions who give a retiring annuity to their employees.

INCREASED COST OF LIVING.

Never in the history of Western Canada has there been a commercial growth to equal the present. Never has the revenue been so buoyant, or the cost of collecting it so economical as at the present moment. During these years of great prosperity the salaries of the employees in every branch of industry has been substantially increased to meet the increased cost of living, except in the Civil Service of Canada. In many branches of the service the same schedule of salaries are paid to-day that were paid ten or fifteen years ago when living was fifty per cent cheaper. Rents, fuel, clothing, domestic labour—in fact almost every item that enters into the cost of living has increased so rapidly that the Civil Servant who is working to-day on a salary fixed years ago when the cost of living was much cheaper is condemned to forego many necessaries or become hopelessly in debt. The labourer, the artisan, and the employee in every branch of industry, have participated in the general prosperity, while the Civil Servant with practically unchanged salary finds himself reduced to a most unenviable position. There is no manner of doubt that the extra cost of living in Western Canada has increased forty-five per cent during the past ten years. There is also no doubt that the wages paid the labourer, artisans, and employees in every branch of industry have been increased fifty per cent during these ten years. If this be true, it follows that a similar increase in salary should be given to the service throughout Canada. There is no need to enlarge on this subject. It is admitted that a salary of say $800 per annum a few years ago was as satisfactory and had as much purchasing power as a salary of $1,200 would have to-day. It is there-

fore respectfully asked that a general substantial increase be made in the salaries of all members of the Civil Service of Canada, proportionate to the increased cost of living, as shown in this memorial.

THE PECULIAR SITUATION OF THE WEST.

Having dealt with the general increased cost of living throughout the country, we respectfully ask permission to bring under your notice the extra cost of living in Manitoba and the provinces west of us. The extra cost of living in these provinces is at least thirty-three and a-third per cent (33⅓ per cent) greater than it is in the east. While this condition has existed for years, our salaries have been based on the schedule exactly similar to the east. In other words, the civil servants of eastern Canada have been receiving the same salaries that we are paid, whilst our expenses have been at least a third greater than theirs. It is true that a small allowance for extra cost of living has been given by some departments to the poorer paid officers, but it is altogether inadequate to equalize the difference in the cost of living here and in the east. An allowance should be made to all civil servants in the west, regardless of salary, sufficiently large to equalize the difference in the cost of living. Otherwise the officers of the Government in the west are penalized to the exact amount that equally represents the difference in the cost of living there and here. In point of justice it matters not whether the salary of the officer be $500 or $4,000 per year. If the responsibilities of an employee of the Dominion Government require a salary of $2,000 or $3,000, or even $4,000, to be paid to him in Toronto, Hamilton, London, Montreal, or any other eastern city, an office of similar responsibility in Winnipeg, Vancouver or Victoria should receive a similar salary, plus the difference in the cost of living here and there.

In view of the extraordinary development of recent years in western Canada, it has been with difficulty the departments have kept their offices fully equipped and officered, and as a consequence many of the officers now on the pay-list of the Dominion Government in Western Canada are not embraced within the term 'civil servant' as understood by the Civil Service Act. But we appeal for them, as they are classed under the head of temporary officers, thus leaving their families altogether dependent on the savings of their entirely too meagre salaries. Many of these men are paid by the day, and as a consequence their employment is of a tentative and uncertain character, and on their behalf we specially draw the attention of your honourable body to the fact that many of them are paid very much less than is paid to employees of municipal or other public works.

We desire to present the following additional facts showing the increased price on certain staples paid in Winnipeg above those paid in Ottawa:—

——	At Ottawa.	At Winnipeg.	Per cent increase.
Rent	$25 00	$40 00	60%
Taxes	33 00	44 00	33%
Coal	7 25	11 00	52%
Wood	6 00	9 00	50%

On account of the length and severity of the winter, the question of the cost and amount of clothing needs no comment.

——	At Ottawa.	At Winnipeg.	Per cent increase.
Beef, best quality	$ 0.18	$ 0.22	22%
Mutton	0.18	0.25	42%
Pork	0.14	0.18	29%
Potatoes	0.30	0.50	66%
Butter	0.22	0.30	40%
Servant	15.00	25.00	66%

SESSIONAL PAPER No. 29a

WAGES.

——	At Ottawa.	At Winnipeg.	Per cent increase.
Stonemasons	$ 0.44	$ 0.55	25%
Teamsters	1.75	2.50	42%
Bricklayers	0.47	0.60	27%
Plasterers	0.40	0.50	25%
Carpenters	2.25	3.35	50%
Painters	2.25	3.25	45%
Plumbers	0.37	0.50	35%
Machinists	2.75	4.00	45%
Tinsmiths	2.75	3.25	18%
Labourers	1.50	2.25	50%
The rate of interest	5½-6%	7-8%	27-⅓33%

On behalf of the Association we have the honour to subscribe ourselves,

Your most obedient servants,

JNO. K. BARRETT,
President.

A. M. KENNEDY,
Secretary.

WINNIPEG, September 17, 1907.

In my opinion the cost of living in Winnipeg has increased quite 33⅓ per cent within the last five years.

G. F. GALT.

We endorse above statement and know it is quite within the mark.

CAMPBELL BROS. & WILSON,
KENNETH MACKENZIE COY.,
THE CODVILLE COMPANY, LTD.,
H. BRUCE GORDON, Manager.

WINNIPEG BOARD OF TRADE.

WINNIPEG, MAN., October 14, 1907

J. J. MCKENNA, ESQ.,
Assistant Indian Commissioner,
Winnipeg.

DEAR SIR,—In further reference to the matter of the claim of the Winnipeg civil servants for an increase in salaries, I beg to confirm my conversation with you that personal living expenses in Winnipeg have largely increased during the past five years and especially during the past three years, to an extent that certainly what was a fair salary five years ago is a very inadequate one to-day. It is unfortunate that the Civil Service Commission could not hold a sitting in Winnipeg to ascertain the fact in connection with the increased cost of living, for they would have found full con firmation of my above made statement.

Yours truly,

C. N. BELL,
Secretary.

WINNIPEG, MAN., October 14, 1907.

J. A. J. McKENNA, ESQ.,
Assistant Indian Commissioner,
City.

DEAR SIR,—Answering your inquiry of this morning relative to comparison of wage paid by our company between office and works at Hamilton and same class of work here in Winnipeg, would say that our company has always recognized the fact that the increased cost of living in Winnipeg demanded a higher rate of wage than is paid in the east, and have worked on this basis for the past twenty-five years. During the past five years the cost of living in Winnipeg has increased materially over that of the east, and I have only to instance, rent and fuel, it being almost impossible to secure a home in Winnipeg under $35 or $40 per month, and coal, as you know, brings $10.50 per ton cash, whilst wood has gone beyond the purchasing ability of the average labouring man. I cannot say at the moment what percentage the wage in the west is higher than that of the east, but it is considerable.

Trusting that this information is what you required, we are

Yours respectfully,

TILDEN, GURNEY & CO., LIMITED,

WALTER MARTIN,
Vice-President and Manager.

WINNIPEG, October 14, 1907.

J. A. J. McKENNA, ESQ.,
Assistant Indian Commissioner,
City.

DEAR SIR,—Referring to your interview with the writer to-day regarding increased cost of living in Winnipeg as compared with eastern Canada, in connect with the movement on the part of the Civil Service employees to obtain a higher muneration for their services in the west, I have no hesitation in stating that believe the average increased cost of living in Winnipeg covering actual neces of life is fully 33⅓ per cent higher than in Montreal.

Yours truly,

A. L. JOHNSON.

HAVERGAL COLLEGE.

WINNIPEG, October 14, 1907.

J. A. J. McKENNA, ESQ.,
Assistant Indian Commissioner,
Post Office Building,
Winnipeg.

DEAR SIR,—Referring to our conversation of to-day regarding the cost of living pe in Winnipeg, I beg to say that as secretary treasurer of Havergal College, Wi Taxes hav I think I have a good knowledge of these matters, and I have no hesitation in hope the that as regards the necessaries of life, the increased cost within the past four has been from forty to fifty per cent.

Yours truly,

JOHN AIRD,
Secretary Treasu

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ONAL PAPER No. 29a

KELLY BROS., MITCHELL, LTD.,

Contractors.

MONADNOCK BLOCK, 313 FORT STREET,
WINNIPEG, CAN., October 17, 1907.

J. MCKENNA, Esq.,
87 McKenzie Ave.,
Ottawa.

EAR SIR,—The following is a list of increases in mechanics' wages, with which familiar, within the last five years :—

Bricklayers	10
Stonecutters	22
Plasterers	20
Carpenters	10
Labourers	10
Plumbers	20
Electricians	20
Painters	20
Sheet metal workers	20

a fact every trade has had advances ranging from 10 to 25 per cent.
rusting this is the information you desire, we are,

Yours truly,

KELLY BROS., MITCHELL, LTD.

Per THOS KELLY.

WINNIPEG TRADES AND LABOUR COUNCIL.
WINNIPEG, MAN.,

EAR SIR,—In answer to your inquiry *re* the increase of wages paid to artisans g the past two or three years, I am giving you rates of pay per hour according est returns :

Machinists from 35 cents per hour to 42½
Blacksmiths from 33 cents per hour to 42
Boilermakers from 35 cents per hour to 42½

he following minimum rates are at present paid :—

Bricklayers	55 cents	per hour,	9 hours	per day
Masons	55	"	9	"
Stonecutters	60	"	8	"
Carpenters	35	"	9	"
Plumbers	40	"	9	"
Steamfitters	40	"	9	"
Lathers	40	"	9	"
Plasterers	40	"	9	"

iving per average family has increased five dollars per week.
axes have increased 75 cents per month.
hope those items will meet your requirements and wishing you every success.

I am, yours fraternally,

W. J. BARTLETT,
Secretary.

THE CANADIAN BANK OF COMMERCE,
WINNIPEG, CANADA, October 14, 1907.

J. A. J. MCKENNA, Esq.,
Assistant Indian Commissioner,
Post Office Building,
Winnipeg.

Re *Bank Allowances.*

DEAR SIR,—I beg to inform you that the allowances made by this bank for its staff in the province of Manitoba, Saskatchewan and Alberta, over and above the allowances made in Ontario, are as follows :—

For single men.. .. .. $200 per annum
For married men .. .. $400 per annum

This is without regard to salary.

Yours truly,

JOHN AIRD,
Manager.

THE BANK OF OTTAWA,
WINNIPEG, MAN., October 14, 1907.

J. A. J. MCKENNA, Esq.,
Assistant Indian Commissioner,
Winnipeg.

DEAR SIR,—Having reference to our conversation of yesterday, this bank recognizes there is additional cost of living in the west, as compared to the east. Our custom is to allow a Northwestern allowance of $200 to men transferred west.

Yours truly,

J. B. MONK,
Manager.

EASTERN TOWNSHIPS BANK.
WINNIPEG, MAN., October 15, 1907.

J. A. J. MCKENNA, Esq.,
Assistant Indian Commissioner,
Winnipeg, Man.

DEAR SIR,—With reference to our conversation as to the relative cost of living here and in the east, I may state that our bank makes a special western allowance of $300 for each clerk we have in the west.

Yours truly,

W. L. BALL,
Manager.

SESSIONAL PAPER No. 29a

BANK OF MONTREAL.
WINNIPEG, MAN., October 17, 1907.

E. W. BROWN, Esq.,
Assistant Secretary,
H.M. Customs, Winnipeg.

DEAR SIR,—In reply to your letter of the 16th inst., I should say that the cost of living in Winnipeg has increased 25 per cent during the past five years. We make an allowance of $300 per annum to junior clerks living in the Northwest.

Yours truly,

A. F. D. MACGAHEN,
Manager.